



Title: Director of Development
Reports to: Executive Director
Status: Exempt, Full Time

Overview:

Child Advocates – Denver CASA advocates for the best interests of children who have experienced abuse or neglect by training diverse volunteers who create opportunities for children, youth and families to thrive. Denver CASA trains and supervises Court Appointed Special Advocate Volunteers who work with children and youth who have been abused and neglected and have a child welfare case open.

Purpose:

The Director of Development is responsible for leading and executing the organization’s fundraising and resource development strategies to ensure sustainable growth and advancement of its mission. This role involves identifying, cultivating, and maintaining relationships with donors, partners, and stakeholders, while overseeing a comprehensive development plan that includes major gifts, corporate sponsorships, grants, and fundraising events. The Director will collaborate with senior leadership and the Board of Directors to align fundraising efforts with organizational goals and to secure the necessary resources for long-term impact and success.

Diversity, Equity, Inclusion and Belonging:

Denver CASA continues to build a diverse and inclusive culture that encourages, supports, and celebrates the distinct voices of our employees, volunteers, board members and children served. We want every employee to feel valued and appreciated and bring their full, authentic self to work. Child Advocates-Denver CASA is an equal employment opportunity employer and does not discriminate on the basis of race, color, sex, age, disability, religion, marital status, sexual orientation, gender expression, national origin or any other protected characteristic. We seek a broad and diverse pool of candidates.

Job Description:

Fundraising/Development

- * Develop and implement a strategic and tactical development plan to achieve the annual fundraising goals of the organization including donor acquisition strategies, appeal planning, annual giving plans, and donor management and retention strategies.
- * Develop a plan for a robust major gift program, including identifying resources needed to be successful, potential prospects, researching existing donors, and developing outreach plans.
- * Maintain a portfolio of individual donors and corporate partners to cultivate, solicit and steward.
- * Drive revenue development to increase the overall organizational budget to support growth under an established strategic plan.
- * Work with Development Committees (Event and Strategic), Board and Executive Director to accomplish development plan goals.
- * Oversee annual giving campaign and manage the donor database software, working with the Development Associate to ensure proper data entry, acknowledgements and reporting.

Marketing/Events

- * Lead the planning and execution of fundraising events, promotions, campaigns, and communications.
- * Oversee all marketing efforts, including general and donor-specific communication via annual reports, newsletters, social media, websites, press releases, direct mail, event promotions, development of collateral, etc.
- * Oversee community engagement and volunteer recruitment, working with the Community Engagement Manager to identify engagement opportunities, collaborate on volunteer recruitment strategy, and plan two annual gift-in-kind donation drives in support of the Programs Department.
- * Work in concert with the program staff to deliver authentic and compelling storytelling content to donors, supporters and potential supporters.
- * Analyze effectiveness of development and outreach efforts and report to Board of Directors and Executive Director on progress and provide expertise and direction for future goals.

Administration/Leadership

- * Supervise and coach two direct reports, including the Community Engagement Manager and the Development Associate.
- * Participate in leadership team establishing organizational and fundraising strategies, policies, procedures, plans, goals and budget.
- * Monitor department budgets, control and approve expenditures in keeping with the approved budget and ensure that program financial performance is in line with the approved plan.
- * Work in concert with Executive Director and Director of Operations to collect and organize documentation required for financial administration and reporting.
- * Other duties as assigned.

Requirements/Qualifications

- * Strong commitment to Child Advocates – Denver CASA’s mission and the children and families we serve.
- * Bachelor’s degree or equivalent work experience.
- * At least 5 years of experience in fundraising with a track record of creating strategic fundraising plans and meeting or exceeding revenue targets.
- * Proven experience in prospecting, soliciting and stewarding individual major gifts and corporate partnerships.
- * Proven record of increasing revenue year over year from diversified funding sources.
- * Proven experience planning successful in-person events.
- * Excellent leadership, management, and decision-making skills.
- * Experience working with diverse communities, demonstrating cultural competence and the ability to build inclusive relationships across various social, economic, and ethnic backgrounds
- * Ability to work deadlines and prioritize workloads.
- * Ability to take initiative in completing assigned projects independently.
- * Excellent verbal and written communication skills, including copy writing and correspondence.
- * High level of competence with technology and experience donor and event software.
- * Must be available for flexible day, evening and weekend work hours, sometimes off-site.

- * Enjoys collaboration and working as a team.
- * Ability to maintain and honor confidential information.
- * Valid Colorado driver's license and own transportation.

Position may require transporting donated items, event materials, and other items up to 40 lbs for community engagement and fundraising events. Event-related work involves long hours of standing and interacting with donors, guests, and prospective volunteers.

Salary Range: \$75,000 – \$100,000 depending on experience

We offer a comprehensive benefits package including health, dental, vision, life insurance, retirement plan and generous paid time off.

To apply: Send a cover letter and resume to admin@denvercasa.org with subject line "Director of Development Application." In the cover letter, please incorporate your response to the following question without using AI: **In the current economic climate, how do you think nonprofits should plan for future financial sustainability?**