



## DIRECTOR OF DEVELOPMENT

*Grow with us!*

### **ABOUT US:**

Growing Home is a nonprofit organization based in Westminster, Colorado. We cultivate a thriving, healthy, and equitable North Metro Denver by connecting people to services and programs to drive community action in the areas of food, housing, parenting education, and lifelong stability. We strive to create a welcoming environment for all by cultivating a sense of home with our participants, staff, and community members.

### **ABOUT THE ROLE:**

Growing Home is seeking a Director of Development to oversee fundraising, grants, marketing, and communications at Growing Home while managing the Development Team. They will actively drive and execute the development strategy, ensuring financial sustainability and growth goals are met via fundraising, planned giving, and grant management. The Director will manage all development staff and activities - including external marketing and communications, utilizing effective, community-centered, and data-driven techniques to fuel and fulfill Growing Home's mission and funding goals. Additional responsibilities include:

- Participate in Growing Home's Leadership Team, contributing to the creation and implementation of the organization's strategic goals as well as the overall management of the organization and its workplace culture
- Supervise the Development Team staff using Growing Home's servant leadership philosophy and oversee the creation, implementation, evaluation, and continuous improvements of strategy for a comprehensive development department
- Create and manage the development department budget in conjunction with the CEO and Finance Department
- Develop and implement best practice, community-centered fundraising, legacy planned giving, and communications activities in alignment with Growing Home's mission, vision, data-driven approach, and commitment to diversity, equity, inclusion, and belonging
- Collaborate with the CEO and Controller to create, manage, and evaluate Growing Home's annual revenue plan and timeline with an emphasis on growing and diversifying revenue for continued financial sustainability across all sources
- In collaboration with the CEO and Development Committee, design, implement, and evaluate fundraising events, drives, and campaigns
- Oversee volunteer program, ensuring it is meeting programmatic and fundraising goals
- Lead the strategic direction of all marketing, branding, and communications efforts, ensuring a consistent and engaging public presence that amplifies the organization's impact
- Collaborate with the CEO to determine funds needed for development initiatives and write grant reports in collaboration with the Grant Writer as needed

### **ABOUT YOU:**

- 5 years of proven track record in nonprofit fundraising, with an understanding of and experience in community-centered fundraising preferred
- At least 3 years of supervisory, leadership, and management experience of 5 or more employees
- Experience with Blackbaud Raiser's Edge/RE NXT or other development software required
- Strong written and oral communication, bilingual English/Spanish preferred

- Experience in donor cultivation, grant and government contract management, volunteer management, and marketing/communications
- Ability to mobilize and activate in diverse communities, observing cultural humility, sensitivity, and openness to working alongside people from diverse backgrounds
- Passion for social justice and equity, with a deep understanding of systemic issues of power and oppression

For a full job description, please click [here](#).

#### **WHY YOU SHOULD WORK AT GROWING HOME:**

- Competitive Pay: \$81,500-97,250 a year
- Company sponsored medical, dental, and vision plans (employer pays 88% of premium for employee medical insurance; 50% for employee dental and vision insurance; 50% for dependents across medical, dental, vision plans)
- Up to 5 hours of paid wellness time each week
- Optional 403(b) plan with 5% match after 1 year
- Paid vacation, sick, and holiday time
- Employer paid life insurance
- Medical and dependent care FSA options available
- Cell phone stipend
- Wellness reimbursement
- Positive, inclusive workplace
- Dedicated resources toward professional growth and development

#### **HOURS OF WORK AND LOCATION**

- Hours of Work: This position is full-time. Work will generally be completed Monday-Friday, between 9am-5:30pm, with some evenings and weekends required
- Location: Work will primarily be performed in the Growing Home offices, with some local travel required. After a 90-day probationary period, a hybrid and flexible work schedule can be permitted with three days in person and two days remote.

**Note:** Systemic inequities in hiring have caused women, people of color, LGBTQIA+, and others to apply for jobs only if they meet 100% of the qualifications. Growing Home encourages anyone who believes they have the skill and drive to be successful in this role to apply.

**Please apply with a resume [here](#).** No walk-ins, please. Applications will be accepted until November 4, 2024.

Growing Home strives to create a diverse, inclusive, and equitable workplace. Growing Home is an Equal Opportunity Employer.