



## **Women in Distress of Broward County – Chief Development Officer**

### **Summary:**

As Chief Development Officer (CDO) for Women In Distress of Broward County (WID), this position is regarded as a key member of the executive leadership team and reports directly to the President & CEO, in addition to high interaction with the Board of Directors. The CDO is a trusted advisor, strategist, and the development face of Florida's largest, state and nationally certified domestic violence center.

The agency, a 501c3 nonprofit founded in 1974, has a budget of \$7.3 million and a staff (full and part time) of 100+. Last year, the agency served more than 4,100 women, men and children survivors of domestic abuse with a broad range of free, confidential services. Programs and services include: a 132-bed emergency shelter, 24-hour crisis line, counseling, therapy for adults and children, legal services to obtain restraining orders against abusers, economic empowerment programs, job readiness, education and prevention programs. The agency collaborates at a high level with many other organizations in the community including law enforcement, the courts, human service and mental health providers, government, public and private sector funders, corporate supporters, philanthropists and individual supporters of its mission to stop abuse for everyone through intervention, education and advocacy.

This highly regarded leadership position requires an experienced executive with development and management experience, a proven track record of forging partnerships with many diverse groups, demonstrated ability in fund development across public and private sectors, connecting program needs with development opportunities, and cultivating a talented fundraising department. The CDO must also have a strong community presence, communications and presentation skills including working with the media. This role requires skills both on the long-range strategic and tactical, day-today levels. The rewards are immense in being able to influence the issues surrounding domestic violence and help survivors and their children get a new path free of fear and violence.

Preferred candidate will have direct experience in donor cultivation, public and private fundraising, grant writing, in addition to strong business and management skills, community knowledge, and base of influence.

The current development leader has been in this role for 5 years and will be moving to another senior role within the organization.

### **About the Role:**

Reporting directly to the President & CEO, the Chief Development Officer serves as a member of the senior leadership team. Working closely with the CEO, Board of Directors, and staff, the successful candidate will hold primary responsibility for creating and managing a multi-year fund development plan designed to meet the organization's annual contributed income budget (approximately \$7.3 M) through the solicitation of major gifts, corporate and foundation support, federal and state grants, and special events.

### **Key Responsibilities:**

- Hold organizational responsibility for the success of fundraising programs, including, foundation and corporate giving, government grants, special events, and individual giving.
- Manage a portfolio of 100+ major donors, helping them accomplish their philanthropic goals and ambitions through a relationship with our organization.
- Expand a well-established institutional giving program (foundations, corporations, government); identify top individual and institutional gift prospects who can advance funding priorities through annual and multi-year gifts.

- Build an individual giving program and ensure that individual and major donor cultivation, solicitation, and stewardship best practices are institutionalized within the development department.
  - Work in close partnership with the President & CEO and all Board Members to build the Board's capabilities in individual and institutional donor engagement, solicitation, and stewardship.
  - Assume responsibility for meeting or exceeding budgeted revenue goals.
  - Develop and implement annual communications and marketing plan, including social media strategies.
- Management of media relations: works with development team to drive media engagement, including fielding and/or direct responses to media-related inquiries.
- Ensure best practice use of analytics, data, and metrics to forecast and track progress and success of fundraising goals, strategies, and tactics.

**Organizational Structure:** The CDO reports directly to the President & CEO and works closely with the Board of Directors. Notably, the successful candidate is encouraged to assess the current department structure with empowerment to make necessary changes for success. Direct reports to the CDO include:

- Grants Manager
- Development Manager
- Database Specialist
- Graphic Design & Website Specialist
- Events Coordinator

**About the Culture:** WID is a unique and highly celebrated organization – locally, state-wide, and beyond. As such, the talent and personnel that comprise WID are exceptional in their commitment to our cause and desire to act philanthropically. As non-profits are commonly challenged with budgetary constraints, our organization is appropriately lean and personnel eagerly wear multiple hats when needed. Staff at WID are an even mix of long-time employees (5-10 years) coupled with new, fresh talent bringing innovative ideas in collaboration with a great depth of institutional knowledge.

The CDO role is currently occupied by long-term, highly celebrated WID Director Michael Barron who will be moving to another senior role within the organization. Additionally, CEO Mary Riedel will retire in June 2021 after 12 great years. She will be succeeded by a soon to be announced fantastic successor from outside the organization.

**Qualifications & Requirements:**

Donor Relationships	Minimum 5 years of successful track record of donor development and raising money from a variety of sources. 5+ years of established major gifts fundraising experience, preferably in the South Florida region.
Fundraising, Budget & Revenue Responsibility	\$5+ Million with financial acumen in tracking, forecasting, and management.
Non-profit Experience	Working knowledge of non-profit business operations and federal/state grant and contract funding mechanisms.
Programs	An understanding of how to connect program needs with fundraising, and cultivating donors to be partners with organizational leadership in how to address funding opportunities.
Strategy	Experience in nonprofit fund development strategic planning and managing, developing and supervising a high-performance fundraising team.
Communication	Be a team player, demonstrate good listening and empathic skills, be able to multi-task and possess strong oral and written communication, time management and leadership skills
Staff Development	Mentor, lead, and develop staff for the purposes of cohesion, high performance, succession and cross-training.
Board Exposure or Experience	Comfortable collaborating with, reporting to, taking guidance from Board of Directors.
Community Contacts, Involvement	Must have a base of influence, understand tactful and diligent relationship building; high presence in the local community with keen desire to share the WID message.
Culture	Able to work in a fast paced, deadline driven environment, meeting deadlines and productivity standards.

Education	Minimum 4-year degree required; Bachelor's Degree from an accredited university in fundraising field, preferably in the non-profit sector, CFRE preferred.
Other	Valid Florida Driver's license and proof of automobile liability insurance with safe driving record.

**Compensation:** Competitive salary and benefits package set by the President & CEO based on experience, market and guidelines set by public sector funders and agency's budget and financial conditions.

**About Strategic Philanthropy:**

Strategic Philanthropy, Inc. a south Florida based company, was founded on the belief that effective corporate giving can be so much more than simply writing a check to charities and nonprofits who ask for your help or involvement. It is our belief that when a company aligns its charitable giving with a strategic approach and measurable outcomes, the power of giving enhances a company's brand, image and strengthens the relationships and partnerships within the community.

In short, Strategic Philanthropy gets hired by companies to give away their money to nonprofits that meet a company's business goals and objectives. As you can imagine, we have many relationships with the nonprofits in our community. We value all of the programs and services they have to offer and work with them to help promote positions that are available within their organization so that they may find the best talent possible.

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