

Development Director

Job Title: Development Director
Reports To: President/CEO
Supervises: 6 Development team staff
Salary Range: 88,500 to 100,000 based on experience

This position is based in Metropolitan Phoenix and requires regular on-site presence to fulfill the responsibilities of the role. Not a remote position.

Overview of the Position:

The Development Director is the lead professional fundraiser responsible for strategizing, designing, and executing an ambitious agency-wide strategic vision and action plan to significantly increase fundraising revenue. More specifically, overseeing a small team of fundraising, marketing, and organizing professionals, the Director leads all PPAZ and PPAA fundraising, including major giving, planned giving, capital campaign, annual giving, and special events.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Leadership and Strategy:

- Serve as the lead development professional internally and externally to drive fundraising, revenue, and donor engagement.
- Design and implement a strategy and plan to substantially increase annual support as well as conceive and launch a new capital campaign.
- Work in close collaboration with the President & CEO to ensure successful delivery on fundraising goals and objectives.
- Manage and mentor a culturally diverse team while creating and sustaining an organizational culture that fosters inclusiveness and equity, as well as providing positive and developmental feedback and accountability related to practices, including but not limited to equity.
- In collaboration with the CEO and senior leadership team, serve as a key participant in developing the organization-wide strategic planning process that evolves the current plan and moves the affiliate into the future; examine and modify the plan as general political, business, and financial conditions and opportunities impact PPAZ's performance and operations.
- Develops and maintains a rolling 3-year development work-plan as a communication tool for the senior leadership team, staff, and Board members.
- Actively participates in monthly Board meetings and special board meetings upon request.
- Actively participates in the Accreditation process to ensure compliance with Elements of Performance (EOP), medical standards and guidelines (MS&G), and all other state and federal regulations.
- Participates in supporting grants to fund services and projects at the affiliate, through work like, but not limited to, program narratives, budgets, data queries, analysis, and participation in interviews with grantees and meetings with donors.
- Actively participates in training, orienting, and cross-training co-workers, managers, and staff on processes and procedures in compliance with PPAZ standards and guidelines.
- Adhere to all HIPAA and patient privacy regulations.

Fundraising and Donor Engagement:

- Strategically grow funding sources by expanding the individual major gift program, including identifying new donors, cultivating existing donors, and expanding donor engagement across communities in Arizona.
- Builds and maintains relationships with grant-making organizations and community stakeholders to secure funding for PPAZ services and PPAA programs and bring awareness to the work.
- Inspire a culture for overall fundraising initiatives to meet PPAZ's development goals.
- Drive fund development activities for not only PPAZ, but also for the C4 organization, Planned Parenthood Advocates of Arizona.
- Engage the Board of Directors in the overall fundraising activities of PPAZ/PPAA and encourage a higher level of involvement in fundraising.
- Oversee special events, including the annual fundraisers, board alumni events, and presidents' circle events to support both the C3 and the C4.
- Represents PPAZ in its participation in the Collaborative Fundraising Program with the Planned Parenthood Federation of America and other participating affiliates.

EDUCATION AND/OR EXPERIENCE

- Bachelor's degree required;
 - Certified Fundraising Executive Credentials (CFRE) or Master's degree preferred
- Minimum of five years' experience in non-profit fundraising, with proven ability to identify, cultivate, solicit, and close six-figure gifts from individuals, and a familiarity with all aspects of fund development.
 - Equivalent work experience is strongly preferred in one or more of the following areas: fund development, non-profit governance, business administration, and organizational development.
- Passionate commitment to PPAZ's mission and values related to health equity, especially centering on racial equity, and a deep sense of accountability to the community.
- Polished presentation skills and strong writing skills.
- Well-networked in Arizona, or demonstrated ability to establish a network in a timely fashion.
- Solutions-oriented mindset with a willingness to jump in when needed.
- Solid understanding of donor database/development software. Salesforce experience preferred
- Ability to utilize social media and other media to communicate with potential donors.
- Prior success in fostering cross-departmental partnerships and collaborations to advance fundraising priorities and engage and expand philanthropic support and culture.
- Entrepreneurial with experience implementing innovative and creative fundraising initiatives.
- A strategic thinker with an analytic bent and a focus on outcomes, finances and impact.
- Sound judgement and grace under pressure with a track record of anticipating problems and negotiating solutions.

TRAVEL: The Development Director will travel within Arizona and out of state as needed.

Apply: Please send a resume and letter of interest to HR@ppaz.org