



Community-Minded College-Prepared Career-Inspired

POSITION DESCRIPTION:

Director of Philanthropy

Salary range: \$75,000 - \$90,000 DOE/Neg.

Location: San Diego (City Heights and Linda Vista)

Reports to: CEO

Direct reports: 1 Grants Manager (contract position to be added based on funding)

WHO WE ARE:

Thrive is an award-winning group of charter public schools aimed at desegregating education and ensuring all children become college-prepared, career-inspired, and community-minded. Our innovative approach engages students and personalizes their learning experience. By harnessing the power of cutting edge technology and high quality instructional strategies, we ensure all students *Learn to Learn, Learn to Do, and Learn to Be*.

Thrive is in its fourth year of operations, serving students from nearly 40 zip codes across San Diego County at our 4 campuses: Oak Park, Linda Vista, 54th Street and the Kroc Center. Thrive was named one of the top 75 Most Innovative Schools in the Nation and is growing quickly to keep up with the demand for high quality education that prepared children for the future. Enrollment will grow from 500 this year to 1,500 students by 2019. This tripling in size will be supported by an additional \$30 million in future capital projects. Our current operating budget is \$10 million with 60 employees, and will triple, if we can maintain our current trajectory. With the right development leader, our organization has the potential to eventually reach over \$20 million and expand beyond the borders of San Diego County.

Despite this incredibly fast growth, our team is still extremely lean, and our culture reflects the energy, enthusiasm and team camaraderie of a start-up. Please visit us at www.thriveps.org to learn more about our work.

POSITION SUMMARY:

This is a newly created position within our organization, working extremely closely with our CEO and our Director of Communications & Community Partnerships. The Director of Philanthropy will lead our efforts in donor engagement, cultivation and fundraising across all 4 of our school sites, and will serve as a member of the senior management team.

With two capital campaigns currently underway and a brand new annual fund, Thrive requires an experienced fundraising professional to join our team and build our development department from the ground up. This includes high level responsibilities such as crafting strategy, as well as tactical areas such as selecting a software system/database and drafting fundraising policies and procedures. This position will be responsible for developing and executing plans for both short-term and long-term fundraising sustainability. The successful candidate will help forge new relationships in the community to build Thrive's visibility, impact, and financial resources. S/he will expand and diversify our donor pipeline to

secure funding for existing and new initiatives. It is expected that the amount raised will increase each year, as the Director of Development and the senior management team will systematically and effectively strengthen the organization's overall fundraising capacity. This exciting opportunity would best fit an enthusiastic and energetic candidate who values diverse educational opportunities within public school.

Year 1 focus areas for the new Director of Philanthropy will include:

1. Learn & listen: get to know Thrive's community of schools, students and families
2. Donors: support the CEO to work more effectively with funders
3. Grants: lead our grant writing efforts, building our pipeline and tracking systems
4. Assessment: evaluate the philanthropic potential of our existing community, which could include a pilot fundraising bricks campaign for parents and community members as we finish our newest building
5. Culture: instill a culture of philanthropy across our organization
6. Infrastructure: set up our development office/function
7. Collateral: build our library of donor stories, marketing pieces and other tools
8. Support our current capital campaign for Thrive's newest school, helping us raise the final \$1.2M
9. Events: research and make recommendations on Thrive adding special events

AREAS OF RESPONSIBILITY:

- Assume ownership for all development strategy and operations
- Build a culture of philanthropy within the organization
- Develop, implement and execute a comprehensive fundraising plan for both annual and capital campaign needs
- Work directly with Thrive's CEO on managing prospective, current and past funders
- Work with senior management to identify funding priorities
- Lead all donor cultivation, solicitation and fundraising/event activities
- Serve as a public representative of Thrive
- Support and contribute to the Communications department
- Design, support, and oversee cross-functional project teams
- Develop fundraising policies and procedures reflecting best practices and the Thrive brand

KEY ATTRIBUTES:

- Growth mindset
- Enjoys working independently as well as in teams
- High energy, results-driven
- Gregarious and personable
- Enjoys working with stakeholders from all socioeconomic backgrounds
- Feeds off both individual achievement as well as team success
- Attention to detail – someone who takes a lot of pride in their work
- Ability to create and drive high-level strategy
- Charismatic, driven, and able to naturally inspire and motivate
- Patient and savvy relationship builder
- Outstanding oral, written and interpersonal communication skills
- Articulate, poised and comfortable with public speaking
- Superior attention to detail and problem-solving skills
- Quick, nimble and flexible work style
- Excellent organizational, time management, multi-tasking, and planning skills

- Possesses a strong spirit of innovation and entrepreneurship
- Ability to work autonomously to achieve goals and hold others accountable as well
- Demonstrates initiative and sound decision-making skills
- Maintains an upbeat and enthusiastic attitude, even under pressure
- Willingness to jump in and assist colleagues with a variety of tasks across the organization

EDUCATION & EXPERIENCE:

- Complete end-to-end understanding of fundraising strategies, systems and processes
- 5+ years of professional experience in nonprofit fundraising
- Bachelor's degree; Master's preferred; Certificate in Fund Raising Management preferred
- Demonstrated success in building relationships for philanthropic purposes
- Ability/experience in constructing, articulating and implementing a strategic development plan
- Excellent communication skills: using both written and oral skills to influence and engage constituents
- CRM/donor database experience
- Proven skill and comfort in managing and prioritizing multiple projects simultaneously
- Experience developing and managing budgets
- Experience hiring, training, developing, and managing staff and volunteers
- Prior experience or exposure to the education sector would be helpful
- Ability to work some evenings as weekends as required for events and donor meetings

For more information or to apply, please contact:

Trevor Blair, Principal at Blair Search Partners LLC
550 West B Street, 4th Floor, San Diego, CA 92101
trevor@blairsearchpartners.com