

Director of Philanthropy

Position overview: The **Director of Philanthropy** is a seasoned major-gifts fundraiser responsible for securing transformational philanthropic investments that advance IDEA Public Schools' mission. Managing a **multi-region portfolio of high-capacity donors**, the Director drives strategic cultivation, solicitation, and stewardship to grow IDEA's pipeline of individuals, corporations, and foundations capable of giving **\$10,000–\$250,000+ annually**.

Operating within IDEA's new **Foundation model**, the Director applies a disciplined, data-informed approach to portfolio strategy—executing thoughtful qualification, crafting tailored donor pathways, and aligning every engagement to long-term revenue growth. The role requires mastery in major gifts, including **multi-year commitments, donor-advised funds, endowed gifts, and planned giving**, and the ability to translate IDEA's bold ambitions into compelling investment opportunities.

A trusted philanthropic advisor to donors and a strategic thought partner across IDEA's fundraising and regional leadership, the Director collaborates closely with program leaders, regional executives, Advancement Services, and the Donor Experience team to design high-impact proposals, stewardship plans, and engagement experiences that deepen trust and strengthen IDEA's financial sustainability.

Reporting to the **Lead Director of Philanthropy**, this role bridges strategy and execution—ensuring IDEA's major gifts work is coordinated, relationship-centered, metrics-aligned, and high-impact. The Director plays a critical frontline role in expanding IDEA's community of loyal supporters and securing the philanthropic investments needed to serve more students, in more regions, for years to come.

Location: This is a full-time, hybrid position based in Texas. Preference will be given to candidates who live in Texas, or who are willing to relocate.

Travel Expectation: This role requires regular in-person donor meetings across multiple regions, including travel within and outside the Director's home market. Approximately **30–40% travel annually**, with increased volume during peak fundraising periods (e.g., donor solicitations, cultivation events, College Signing Day, and the Annual Gala).

What You'll Do – Accountabilities

Essential Duties:

Major Gifts Strategy and Portfolio Leadership

- Manage a diversified **multi-region portfolio of high-capacity donors** (individuals, corporations, and foundations giving \$10,000–\$250,000+ annually).
- Design and execute **highly personalized cultivation, solicitation, and stewardship strategies** that inspire transformational and multi-year investments.
- Lead a **disciplined, data-informed moves-management approach**, ensuring donors progress through clear next steps and intentional touchpoints.
- Secure major gifts across a range of vehicles, including **multi-year commitments, donor-advised funds, endowed gifts, and planned giving opportunities**.
- Serve as a **trusted philanthropic advisor**, connecting donor vision with IDEA's mission, outcomes, and long-term strategic priorities.

Pipeline Growth, Qualification & Prospecting

- Proactively research, identify, and qualify new major gift prospects to grow IDEA's donor pipeline across multiple regions.
- Develop and implement annual qualification plans that balance discovery, cultivation, solicitation, and stewardship activity.
- Leverage IDEA events, community networks, and internal referrals to expand IDEA's reach and identify new major gift opportunities.

Proposal Development, Strategic Storytelling & Donor Communication

- Translate student outcomes, impact data, and IDEA's future vision into **compelling philanthropic opportunities**.
- Develop high-quality proposals, briefings, concept papers, and stewardship reports in collaboration with the **Donor Experience and Advancement Services** teams.
- Ensure all donor communications—verbal and written—reflect clarity, alignment, and trust-building.

Cross-Functional Collaboration & Organizational Alignment

- Partner with organizational and regional leaders to align donor strategies with IDEA's programmatic and regional priorities.
- Coordinate executive and program-leader involvement in donor meetings, site visits, briefings, and events.
- Work closely with the **Donor Experience team** to integrate stewardship practices, donor journeys, and recognition plans.
- Partner with **Advancement Services** on segmentation, research, forecasting, and portfolio optimization.

Data Management, Forecasting & Accountability

- Maintain accurate, comprehensive documentation of all donor activity, strategies, solicitations, and outcomes in Salesforce.
- Develop and manage annual revenue forecasts and progress-to-goal reporting for assigned donors and prospects.
- Use data and insights to inform portfolio strategy, prioritize high-impact donors, and improve pipeline performance.

Organizational Representation

- Represent IDEA Public Schools with professionalism, mission-alignment, and a strong understanding of organizational priorities.
- Serve as an ambassador at events, cultivation opportunities, and community engagements to expand IDEA's philanthropic footprint across regions.

What You Bring- Competencies

Additional Skills

- Proven ability to cultivate, solicit, and close gifts of \$10,000–\$250,000+, including multi-year and planned gifts
- Experience leading a sophisticated, multi-region portfolio with disciplined moves-management
- Strong ability to build trust with high-capacity donors and serve as a strategic philanthropic advisor
- Excellent storyteller who can translate impact data and organizational priorities into persuasive donor strategies
- Effective partner to executives, regional leaders, and program teams to align donor engagement and organizational needs
- Skilled in using CRM insights, forecasting, and analytics to drive portfolio decisions and measure progress (Salesforce preferred)
- Deep commitment to IDEA's values, with a donor-centered approach grounded in integrity and long-term partnership
- Ability to engage confidently across diverse regions, communities, and stakeholders
- Strong project management and organization across multiple priorities
- Willingness to work a flexible schedule, including occasional evenings and weekends during peak fundraising periods; must be comfortable working independently while traveling

Required Experience

- Bachelor's degree required
- 5+ years of major gifts or high-level relationship management experience, with a strong track record of securing five- and six-figure gifts

Preferred Experience

- Master's degree
- CFRE/CFRM

What We Offer:

Compensation & Benefits:

Salaries for people entering this role typically fall between \$98,200 and \$115,900, commensurate with relevant experience and qualifications and in alignment with internal equity. This role is also eligible for performance pay based on organizational performance and goal attainment.

Additionally, we offer medical, dental, and vision plans, disability, life insurance, parenting benefits, flexible spending account options, generous vacation time, referral bonuses, professional development, and a 403(b) plan. You can find more information about our benefits at <https://ideapublicschools.org/careers/benefits/>.

* IDEA may offer a relocation stipend to defray the cost of moving for this role, if applicable.

Application process:

Submit your application online through Jobvite. Please note that applications will be reviewed on an ongoing basis until the position is filled. Applicants are encouraged to apply as early as possible.

<https://careers.ideapublicschools.org/referrals/8f1c3930-fa51-4281-b82b-609d71914457>

Learn more about IDEA

At IDEA the Staff Culture and Belonging Team uses our Core Values to promote human connection and a culture of integrity, respect, and belonging for all Team and Family members. Learn more about our Commitment to Core Values here: <https://ideapublicschools.org/our-story/#core-values>