



**Role:** Development Director

**Reports to:** President and Executive Director

**Supervision of:** 2 FTEs and 1 contract grant writer

**Location:** Santa Ana, CA

**Hours:** Full time, Exempt

**Salary:** \$95,000.00 - \$120,000.00 plus discretionary performance bonus

### **About Beyond Blindness**

**Beyond Blindness** is a California Nonprofit Corporation founded in 1962 whose mission is to empower children with visual impairments and other disabilities to achieve their fullest potential. We envision a world where all children, no matter their abilities, are equipped to live full and rewarding lives. We value people first, championing and building upon the inherent strengths and value within each child, as well as Family, Connection, Impact, Inclusion, Stewardship, and Optimism.

**Beyond Blindness** is the only organization of its kind in Southern California that provides all of the support and services — outside of medical care — that children with visual impairments and other disabilities need to develop to their highest potential and live fulfilling lives. Beyond Blindness is a one-stop support resource for these children, and their families, and provides services in clients' homes, at its location in Santa Ana, and in schools throughout Orange County.

### **Overview of the Role**

The Development Director leads the organization's comprehensive development efforts to support significant and continued organizational growth. Responsible for taking current activities to new levels and developing strategies for increasing the organization's revenue-generating capabilities in an efficient, sustainable, and reliable manner. Reporting directly to the Executive Director, the Development Director leads the Beyond Blindness development and marketing team and is responsible for achieving and advancing the organization's core fundraising objectives. This position will bring energy, commitment, and innovation to drive and expand the reach of organization's highly successful fundraising efforts. The position is expected to promote a collaborative, revenue-oriented culture supporting the Executive Director and organizational leadership in cultivating high-capacity donors on a consistent basis. The Development Director will be the lead partner in developing and executing impactful fund development strategies for Beyond Blindness' individual donor base, corporations, and foundations.

### **Who You Are:**

- Experienced Development Professional: You have an extensive track record in successful major gift fundraising with individual, corporations and foundations and you have senior management experience with increasing levels of responsibility and preferably with direct stewardship of boards of directors.
- Results-focused. You set clear timelines and drive projects to completion. You know that delivering on goals and metrics is the key to having significant impact and growing our programs, and you have a clear history of having significant and measurable impact in fundraising.



- People leader. You can successfully lead a diverse team of staff and volunteers, creating a culture of inclusion and equity and inspiring the team to meet ambitious goals on behalf of Beyond Blindness families counting on us.
- Innovative. You look at the way things are funded and then imagine 20 ways they can be improved or increased. You're always thinking about how we can engage new partners in strategic partnerships or funding for our services.
- Tech savvy. You have significant experience working with technology and know-how to work with both tech and data to achieve world-class results.
- Collaborative. You understand that the best way to meet and exceed goals is through outstanding teamwork.
- Highly organized. You know how to manage multiple projects and prioritize appropriately. You create clear and logical systems and processes to meet the goals of the Lifeline team and the organization.
- Passionate. You care about the children and youth and their families that we serve. You care about creating better outcomes for our clients, their siblings, parents, and other caregivers and loved ones. You want to come to work and feel inspired every day. You want to change the world.
- Fun. The work we do is serious but that doesn't mean we don't have fun. We know how to have a good time and you should too.

### **What You'll Do**

- Lead the organization's development strategies and continue to chart the organization's course in fund development.
- Lead and manage the funding/revenue base for Beyond Blindness while focusing on a comprehensive fund development plan that identifies prospects, donors, foundations, county, state, and federal funding, and community partners to enhance the short- and long-term diversified revenue base.
- Ensure that philanthropy and fund development are carried out in keeping with the organization's values, mission, vision, and plans.
- Develop a balanced funding mix of donor sources and solicitation programs tailored to the needs of the organization that will enable it to attract, retain and motivate donors and fundraising volunteers.
- Direct the development team, to ensure that the organization is effectively structured and staffed with competent employees.
- Oversee performance measures, monitor results, and help the Executive Director and board of directors evaluate the effectiveness of the organization's development program.
- Manage and broaden a robust major and planned giving program for individuals and corporations.
- Provide general oversight of all the organization's fund development activities, manage the day-today operations of the department, and monitor the adequacy of activities through coordination with the Executive Director, staff, and appropriate committees.
- Team with the finance department to assure sound fiscal operation of the development function including timely, accurate, and comprehensive development of charitable contributions income and expense budgets, reporting, monitoring, and implementation.
- Oversee and manage development and writing of foundation, corporate, and/or government proposals, and solicitation materials.



- Oversee appropriate prospect research.  
Execute all other reasonable duties as assigned by the Executive Director.

### **Benefits**

- Generous PTO plan and fourteen (14) paid holidays.
- Competitive medical, dental, vision insurance, life, and disability insurance and 401(k).
- Additional continuing education, employee referral and childcare programs for eligible employees.
- Fun office environment and passionate team, serving a great community.
- Meaningful work at an organization that is improving the lives of children who are blind and visually impaired and their families.
- Diverse community of employees and clients with an emphasis on a culture of engagement, positivity, and support.

### **Licensing & Accreditation Requirements:**

All employees working for Beyond Blindness are **required** to meet the following at all times:

1. LiveScan Fingerprint clearance and background check - DOJ/FBI/Child Abuse Index (one time or upon re-hire)
2. Health Screening (one time or upon re-hire)
3. Proof of immunity to Measles or MMR Vaccination Record (one time)
4. Flu Vaccine within one year (and each year thereafter)
5. TDAP Vaccine within last 10 years (and every 10 years thereafter)
6. Current COVID-19 Vaccine (fully vaccinated (original Pfizer/Moderna 2 vaccine series or Pfizer single vaccine plus 1 booster)
7. Clear TB test or Chest X-ray within last 4 years (and every 4 years thereafter)

### **Your Application**

We're excited to hear from you! To join Beyond Blindness, please upload a resume and cover letter to [careers@beyondblindness.org](mailto:careers@beyondblindness.org). Applications without cover letters will not be considered; please use this as an opportunity to convey why you want to be the next Development Director at Beyond Blindness.