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**Deputy Director
Midwest Innocence Project**

***Kansas City, Missouri***

**About the Midwest Innocence Project**

The [*Midwest Innocence Project*](https://themip.org/) (MIP) is a 501(c)(3) non-profit legal defense organization dedicated to freeing people convicted of crimes they did not commit. Focused on their five-state area of Missouri, Iowa, Kansas, Arkansas, and Nebraska, MIP’s mission also includes to educate about and advocate for wrongfully convicted people in the region it serves. In addition, it seeks to support their clients upon their release, as well as to bring substantive reform to the system responsible for their clients’ unjust imprisonment.

Originally founded as a partnership between the UMKC and University of Missouri Schools of Law, the Midwest Innocence Project is an independent nonprofit organization and undertook its current structure in 2013. It remains closely affiliated with the law schools, as well as with other law schools and legal institutions in Kansas, Iowa, Nebraska and Arkansas.

Currently, the Midwest Innocence Project has a staff of 16. In addition to the Executive Director, 10 are responsible for the legal activities and actions, and 3 are responsible for fundraising, office management, and community engagement. Also, 2 social workers assist in exonerated and freed clients’ re-entry into society following release from imprisonment. The main office is in Kansas City, with a secondary office in St. Louis.

Recent studies conservatively estimate that between 2% and 5% of all inmates in America are innocent of the crimes for which they were convicted, with some estimates reaching up to 7%. This means that between 2,000 and 7,000 people in Missouri, Kansas, Iowa, Nebraska and Arkansas currently are imprisoned for crimes they did not commit.

 **Position Summary**

The MIP seeks a full-time Deputy Director to fill a newly created position. This is a senior leadership position responsible for overseeing and growing the fund development programs and staff, directing the marketing and communications functions, and leading the office operations. Responsibilities include the following:

1. Build a strong and sustainable fund development program
* Supervise the development team
* Expand internal capacity for fund development
* Direct and monitor a comprehensive fund development program including annual giving, major giving, foundation and corporate giving, government grants and events
* Grow the MIP’s base of supporters in KC and beyond to include the 5-state region
* Over time, building a $2 million endowment
1. Partner with the Executive Director and assist with administrative duties
* Supervise the operations staff and ensure organizational compliance
* Partner with Executive Director on budgeting, tracking, and reporting finances
* Improve systems that support effective collaboration of a geographically dispersed staff·
* Implement progressive human resources policies and practices.
* Ensure that strategic professional development is happening for staff at all levels, including accessing outside training and planning for team-wide learning opportunities
* Assist in building and nurturing a positive workplace culture
1. Interpret the Midwest Innocence Project’s vision and goals to the region it serves and strengthen awareness for the Midwest Innocence Project’s social justice mission.

**Desired Professional and Personal Qualifications**

* Passion for, and knowledge about, the nonprofit sector
* 5 years’ experience in fundraising for nonprofit organizations
* Experience supervising others
* Desire to strengthen and grow a fund development program
* Demonstrated ability to build donor relationships
* Strong understanding of nonprofit management, leadership, and policy issues
* Ability to manage multiple complex and collaborative projects simultaneously
* Financial management and budgeting skills
* Demonstrated commitment to racial justice, equity and inclusion
* Strong networking and relationship management skills
* Comfort using technology and designing systems, including cloud-based apps and software.

**Compensation & Benefits**

The salary range for this position is $75,000 - $85,000. MIP offers a competitive benefits package, including PTO and health insurance. Also, the Deputy Director will find a positive, anti-racist, engaging, and flexible work environment.

**Statement of Non-Discrimination**

The Midwest Innocence Project is an equal opportunity employer and strives for diversity among its applicant pool as well as within its staff and board. We strongly encourage people from all backgrounds, especially racial, ethnic, gender and sexual orientation minorities, veterans, people with disabilities, and smart people with non-linear/non-traditional experience and educational backgrounds to apply for this position. Most importantly, no matter their background, the person selected for this position must embrace, advocate for, and deeply value equity, diversity, and inclusivity.

**Application Instructions**

This search is being conducted by The Moran Company.

To apply for this position, submit a cover letter and resume to Jane Lampo at The Moran Company. The resume should be chronological and include all professional education and experience, dates of employment (month and year), position/title, and organization name. Copy and paste this link to apply:<https://themorancompany.applytojob.com/apply/OFyapyhOov/Deputy-Director?source=AFPCentrIA>