Director of Strategic Gifts

Overview
Food Bank of the Rockies has a strong community reputation as a key resource in addressing food insecurity. The COVID-19 pandemic and the ensuing climate of inflation and supply chain challenges have raised awareness of food insecurity in our community. Donors have responded to this need like never before, and we are seeking a seasoned leader to help harness the power of these donors to generate transformative gifts through foundations and individuals.

The Director of Strategic Gifts will oversee the organizational major gift strategy for foundation, individual giving, and planned gifts in a capital campaign environment. This position will provide leadership and guidance to manager-level positions overseeing a capital campaign, foundation relations, major and planned gifts, and grants. There is extraordinary potential for organizational growth, and we seek a leader to direct and guide this work. This is a new position at Food Bank of the Rockies. An ideal candidate is someone who enjoys collaboratively building systems, processes, and implementing best practices in a dynamic and fast-paced environment.

Food Bank of the Rockies will be embarking on a $55M capital campaign over the next five years to address current infrastructure constraints. This position will be a key leader, in collaboration with the Chief Development Officer, to ensure a successful campaign. This position will work to ensure a major and leadership gift foundation is in place before the launch of a capital campaign and that systems and methodology to track progress against goals are in place for foundation and individual giving.

We value diversity and inclusivity and are thus always looking to diversify our staff with an eye toward race and ethnicity, sexual orientation, gender, and age, among other areas. Candidates who bring such diversity are encouraged to apply.

Mission: We ignite the power of community to nourish people facing hunger
Values: Service; Integrity; Diversity, Equity & Inclusion; Collaboration; Innovation

Primary Responsibilities:
- Provide leadership, guidance, and strategy for major and leadership gifts inclusive of individual giving, foundations, and family foundations.
- Provide constructive coaching and guidance to a high-functioning team of professionals to ensure personal and organizational success, including Major and Planned Giving Manager, Capital Campaign Manager, and Grants Manager.
- Identify, cultivate, and solicit major gifts from foundations and individuals for annual and capital campaign support.
- Ensure cohesion on strategy with the major gifts and foundations teams for a comprehensive capital campaign.
- Develop benchmarks and provide direction and insight into a robust moves management system to track goals and progress.
- Work collaboratively across philanthropic teams to ensure seamless execution of major gifts and campaign initiatives and build the donor pipeline.
• Develop strong relationships with foundation and individual donors to build long-term commitment and support.
• Track the progress of solicitations and ensure that proper records and documentation are implemented across the team.
• Demonstrate program expertise and clear leadership with the ability to manage both programs and team members, articulating concise deliverables and adapting to the evolving needs of both.
• Identify, benchmark, track, and utilize meaningful metrics to assess and improve donor retention and achieve goals.
• Develop and fine-tune systems to ensure donor stewardship, deliverables, recognition, and expectations are fulfilled for individual gifts and grants.

Required Knowledge, Skills, and Abilities:
• Proven ability to cultivate and solicit leadership and major gifts of $100,000 or more in a campaign environment.
• Ability to earn the confidence of a wide range of internal and external constituents and collaborate effectively with internal stakeholders.
• Financial acumen and the ability to discern and interpret financial statements, track against budgets, ensure compliance and tracking of restricted gifts, and translate key financial information to team members and donors.
• Established project management, organizational, analysis, and problem-solving skills.
• Excellent oral and written communication and interpersonal skills.
• High degree of professionalism, sensitivity, and integrity.
• Strong intellectual curiosity, initiative, and highly effective listening/communication skills.
• Proven ability to meet deadlines, communicate effectively and track details.
• Demonstrated high levels of leadership and flexibility in a team environment.
• A leadership style that values individual contributors, creates cohesion, and provides ongoing coaching and feedback for professional development of the team.
• Ability to build highly collaborative partnerships with Food Bank of the Rockies staff, Board, community, and potential funders
• Team player with a positive attitude
• Deep commitment and passion for the Food Bank of the Rockies’ mission.

Work Environment:
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

• Sitting and standing for long periods, walking intermittently
• Using office equipment such as computer, mouse, keyboard, printer
• Indoor office environment, frequently; outdoor work environment occasionally.
• Occasionally lift or move up to 20 pounds
• Frequently operating and navigating a vehicle within rural communities
Required Qualifications:

- Bachelor's degree in a related field from an accredited college or university or comparable work experience
- Ten (10) years or more of direct fundraising experience, with an emphasis on major and foundation gifts. Capital campaign experience preferred
- Five (5) or more years of department leadership experience desired
- Experience in Raiser's Edge and Luminate highly preferred, and at least three years of experience working with donor databases expected
- Comfort leading projects, setting priorities for a team, thinking creatively, and working as both a collaborative team member and leader
- Knowledge of Microsoft Office (Word, Excel, PowerPoint, Outlook).

Classification: Exempt
Reports To: Chief Development Officer
Location: Denver
Compensation: $90,000 - $95,000 annually with additional consideration for highly qualified candidates. Eligible for up to 8% annual bonus.

Benefits:

- Medical, dental, vision
- 401(k) retirement with company match
- Paid Time Off
- Paid Holidays
- Paid Parental Leave
- Bilingual Incentive
- Volunteer Hours

To Apply:

Apply online here.

Food Bank of the Rockies is an Equal Opportunity Employer (EOE), M/F/D/V/S/O.

Thinking about applying?
True passion and excitement for making an impact are just as important as work experience. We encourage you to apply even if you feel you don't check every box in this posting.