



**Job Title:** Director of Development

**Hours:** Fulltime, Exempt

**Reports to:** Executive Director

**Salary:** \$50,000 - \$64,000 based on experience, and qualifications, eligible for benefits

**Benefits:** Health, Dental, 401(k) (with up to 10% employer match), PTO, Long term disability

### **ABOUT THRIVE**

Thrive partners with willing and capable people to work toward the goal of economic self-sufficiency and stability through employment by helping members overcome barriers to gaining, maintaining, and advancing at work.

**For more information visit:** [www.ThriveColorado.org](http://www.ThriveColorado.org)

### **SUMMARY**

Thrive is looking for a fundraising professional to develop our strategic areas of focus (annual giving, major donors, grants) and build a department. With the full support and participation of the Executive Director, the Director of Development will guide and direct the strategy, development, and execution of annual giving and major donor strategies (segmented direct fundraising to active and lapsed donors, as well as prospective donors). Responsible for the majority of aspects pertaining to current and prospective donors, including identifying, cultivating, soliciting, and stewardship.

Lead and supervise all direct donor fundraising communications. Lead the integrated use of a variety of direct response methods (including direct mail, email, telephone, internet, and digital channels).

### **MINIMUM QUALIFICATIONS**

A Bachelor's Degree and 3+ years progressively productive experience related to direct response and mid-level fundraising and lead generation.

The ideal candidate will demonstrate the following capabilities:

- Commitment to the mission and work of Thrive with the credibility and persuasiveness to secure support from others.
- A person who leads by example and exemplifies the values and ethics of the organization.
- A high achiever with ability to seize opportunities and realize results.
- An individual with a voracious curiosity for how data drives strategy.
- An occupational conviction for the work of fundraising.

- An organized individual with strong creative and conceptual skills.
- A leader who functions effectively; must be a team player who is inclusive, flexible, creative, and energetic.
- A decisive and resourceful individual with the willingness to accept responsibility and take charge of results; able to work successfully with limited resources.
- Proficient with MS Office suite and donor management software.
- Strong organizational, analytical, interpersonal, and oral communication skills required.
- Superior business writing skills, particularly for fundraising or proposal writing.
- A track record as an effective communicator both verbal and written; adept at writing donor correspondence and other kinds of material to enhance fundraising.
- Strong commitment to the Christian faith and the objectives of Thrive.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Manage strategy development for Thrive's direct response activities.
- Acquire new donors at an allowable cost per new acquisition.
- Achieve donor retention rates that meet or exceed non-profit sector benchmarks.
- Raise average number of annual gifts per donor.
- Raise lifetime value of donors.
- Build mid-level donor segment.
- Feed major gift pipeline.
- Ensure adequate or better resources in creative, production, and analytics.

As a Christian, faith-based organization qualified candidates would agree with the mission, ministry, and values of Thrive and reflect these values in their life.

### **HOW TO APPLY**

Send a cover letter and resume to Andy Wineman, [Andy\\_Wineman@ThriveColorado.org](mailto:Andy_Wineman@ThriveColorado.org)

Application Deadline: April 26, 2021

### **EQUAL OPPORTUNITY EMPLOYER**

Thrive is committed to creating a diverse work environment and we encourage individuals of all backgrounds to apply.