

Austin Child Guidance Center

Position: Director of Development

Post Date: 3/20/2019

Applications Due: 4/10/2019

The Organization

The Austin Child Guidance Center (ACGC) is a leader in trauma-informed care for children in the Austin area. For over 67 years, the Center has provided high quality mental health services to children and families here in Austin through early intervention, diagnosis and treatment to face life's challenges.

The Center is committed to serving all children and families with quality mental health services regardless of their ability to pay, which requires a robust fund development program. ACGC seeks an experienced and energetic Development Director to join our management team and help us leverage our rich history of service, current assets and relationships as we enter a new era of impact.

The Opportunity

The Director of Development serves as a key leadership team member and an active participant in making strategic decisions affecting ACGC. In partnership with our Executive Director, this position is responsible for all fundraising and development activities. The successful candidate will help forge new relationships to build ACGC's visibility, impact, and financial resources. The Director of Development also will design and implement a comprehensive plan for developing key external alliances by cultivating individual and philanthropic support.

The Director of Development will have primary responsibility for establishing and implementing the infrastructure needed to grow a \$1.7 million budget through the solicitation of major gifts, planned gifts, federal and state grants, special events, and corporate and foundation support. This position will supervise a staff of development, volunteer management, and communications / marketing staff and contractors.

The Director of Development will expand and diversify ACGC's donor base/pipeline and work closely with other team members to secure funding for new initiatives. In addition, the Director of Development will work closely with the board of directors and support board members as they take on a more active fundraising role.

Qualifications

The ideal candidate will bring an impressive background in fund development for social causes and have a passion for the ACGC mission. A high level of emotional intelligence, diplomacy, and relationship-building skills will allow the Development Director to easily engage with community partners and stakeholders, as well as board and staff. An entrepreneurial and strategic mindset will help the Development

Director serve as an active agency leader helping this established organization navigate change and growth.

Must Haves:

- ✓ Aligned values and beliefs with the mission of ACGC
- ✓ A combination of education and experience in fundraising, business, marketing, or similarly related areas
- ✓ Proven success in revenue generation including traditional fundraising strategies as well as non-traditional financial growth such as fee-for-service or other unique opportunities
- ✓ Leadership/management position with a nonprofit organization as a fundraiser
- ✓ Experience managing a diversely qualified and experienced, high-performing team
- ✓ Confident presence as a public speaker to represent the organization to external audiences
- ✓ High emotional intelligence
- ✓ A unique point-of-view and diverse perspectives, ideally having lived experiences with historically marginalized populations

Highly Desired:

- ✓ Advanced higher education studies in business, marketing or related program
- ✓ Experience with non-traditional revenue generation such as fee-for-service, social impact investments, and other unique opportunities
- ✓ Extensive knowledge of the Central Texas nonprofit landscape
- ✓ Direct experience fundraising for organizations with similarly aligned missions, especially children and mental health

[About the Development Director position](#)

Key Priorities & Responsibilities

In relation to Leadership:

- Guide the board and staff in accomplishing a clear and compelling fund development plan that aligns with ACGC's overall strategic plan to meet short and long-term revenue goals
- Lead a team of development, marketing, communications, and volunteer management professionals
- Contribute to the overall success of ACGC as a leader in the organization, support the Executive Director and working cross-functionally with leadership peers
- Promote ACGC's mission and advocate for children's mental health

In relation to Direct Fundraising:

- Manage a portfolio of revenue sources including major gifts, corporations, foundations, and other revenue-related relationships
- Oversee and contribute to the success of ACGC's special events

- Work closely with the board, Executive Director and development team to steward existing supporters and increase current levels of giving while identifying new funding sources
- Build individual, foundation, corporate, and government support for the organization
- Ensure a comprehensive donor communications strategy to cultivate, steward, and recognize contributions in a timely manner.

In relation to Marketing and Communications:

- Oversee ACGC's marketing and communications efforts
- Raise the profile of ACGC by serving as a spokesperson, actively and effectively representing the organization to partners, funders, providers, and the public alongside the Executive Director
- Develop and support the execution of short and long-term marketing goals focused on elevating the mission of ACGC to public audiences through traditional and non-traditional efforts
- Build a strong communications plan and strategies to actively engage and empower ACGC Board members, committees, and staff as ambassadors for ACGC

In relation to Volunteer Engagement:

- Oversee ACGC's Volunteer Program
- Work with the Volunteer Program Coordinator to ensure a mission-aligned program that engages and retains volunteers
- Identify new opportunities to engage a variety of community members to support ACGC through volunteer efforts

Performs other reasonable duties related to the primary duties of the position as assigned by the Executive Director

Compensation

ACGC will offer a strong salary that is competitive with industry standards and commensurate with experience. Benefits include health, dental, and vision benefits, as well as a 403b with up to 4% employer match, plus generous personal time off and holidays.

EQUAL OPPORTUNITY EMPLOYER

Austin Child Guidance Center is an Equal Opportunity employer that offers positions with varying skill levels and responsibilities that amplify our mission. We strongly encourage members of traditionally underrepresented communities to apply, including people of color, LGBTQ identified people, gender-nonconforming people, individuals with disabilities, veterans, and people who speak a language in addition to English

Application Process

To apply, please submit a resume and cover letter, along with three professional references to meganc@missioncapital.org.