INTEGRAL CARE | CAREER OPPORTUNITY

Associate Director of Individual Giving & Donor Engagement

Austin, Texas | Full time | Exempt | Annual salary: $109,770.50

Resource Development Department | Reports to Director of Resource Development | No direct reports

Take ownership of an individual giving portfolio and turn donor relationships into meaningful philanthropic investment. Integral Care is seeking an accomplished, self-directed fundraiser who is confident making direct asks of major donors, closing significant gifts, and growing long-term support.

Join dedicated professionals across Integral Care who make a difference every day. In partnership with agency leadership, board members, program staff, and the Resource Development team, you will help connect donors to vital services for individuals and families across Austin and Travis County.

The opportunity

As a senior frontline fundraiser and strategic partner to the Director of Resource Development, you will independently lead day-to-day individual giving and donor engagement efforts. You will set donor strategies in motion, maintain an active solicitation pipeline, and be accountable for measurable revenue, retention, and relationship outcomes.

What you will lead

- Major gifts and portfolio management: Manage a portfolio of donors and prospects; cultivate relationships, make specific financial asks, negotiate and close gifts, and steward supporters.
- Giving growth: Advance midlevel, major, planned, recurring, and multiyear giving; build a qualified pipeline and move prospects from interest to investment.
- Donor engagement: Develop tailored cultivation and stewardship plans, donor tours and briefings; improve retention, renewals, upgrades, and reengagement.
- Bridging the Gap fundraising: Lead sponsorship and donor engagement strategy for Integral Care’s annual fundraising event; turn participation into sustained support.
- Fundraising leadership: Prepare board and executive leaders for donor meetings and solicitations; coordinate donor research, CRM support, and follow-up with the Development Associate.
- Performance and accountability: Track solicitations, portfolio activity, revenue forecasts, pipeline health, and donor outcomes in the CRM.

What you bring

- Seven years of progressively responsible fundraising experience, including at least four years managing donors, conducting solicitations, and meeting revenue goals.
- Demonstrated success securing significant gifts, including six-figure gifts, sponsorships, or multiyear commitments; confidence personally making major donor asks.

- Excellent judgment, initiative, follow-through, relationship management, and ability to deliver results with minimal direct supervision.
- Experience with fundraising CRM systems, moves management, stewardship, and revenue forecasting; ability to engage executives and board members.
- Bachelor’s degree or an equivalent combination of education and relevant experience.

Preferred experience

Leading individual giving or a major fundraising function; growing major, midlevel, planned, recurring, or event-related giving; work in behavioral health, healthcare, housing, human services, or community organizations; CFRE or comparable fundraising training.

Compensation and benefits

$109,770.50 annually. Benefits include medical, dental, and vision insurance; vacation, holiday, and sick leave; life and disability coverage; employee assistance; a 403(b) retirement account; and mileage reimbursement. Some evening and weekend work and local travel are required.

Apply

View the full position description and apply online

Job number 26-12998 | integralcare.org