



Director of Philanthropy

ABOUT BREAKTHROUGH CENTRAL TEXAS

Founded in 2002, Breakthrough Central Texas is changing lives with our community and student-centric approach to postsecondary access and completion. We work with families and local stakeholders to foster investment in and bring highly sought resources to Central Texas schools. By developing authentic community partnerships, hiring experienced educators who increasingly reflect the communities we serve, and pairing them with well-trained AmeriCorps members, we are able to provide in-school and out-of-school time programs and services to thousands of deserving students each year, and support them to realize their postsecondary aspirations.

We are proud to have validated that our long-term commitment to students and their families is improving outcomes and increasing the number of first-generation college graduates in the region. Data show that Breakthrough participants are consistently outperforming their peers in on-time high school graduation, postsecondary enrollment, and postsecondary degree and certificate attainment. Breakthrough Central Texas is poised to leverage the state's favorable policy environment, abundant current and developing partnerships and its latest strategic plan, in the direction of the organization's new north star: promoting equity in college attainment rates across the entire Austin region. Toward that end, by 2025, Breakthrough will expand its impact to serve more than 4,000 students in Central Texas.

WHY WORK AT BREAKTHROUGH CENTRAL TEXAS?

The Breakthrough Central Texas team firmly believes in the potential of all students, and their right to postsecondary success and self-determined lives of choice. Join us if you are committed to making college-going and degree attainment accessible for the youth in our region, while also fostering an inclusive team culture that supports us all to do our best work.

ABOUT THE DIRECTOR OF PHILANTHROPY ROLE

The Director of Philanthropy (DoP) is responsible for the design, development and implementation of Breakthrough's major giving program and nascent planning giving programs. As the primary major gifts officer, the DoP will be responsible for building relationships with existing major and planned givers, as well as new prospective givers, and will be expected to successfully secure gifts ranging from \$5,000-\$1M and larger from individuals and families. The DoP will play a leadership role, in partnership with the Chief Development & Communications Officer (CDCO), Executive Director (ED) and campaign consultant, in the execution of Breakthrough's next multi-million dollar growth and capacity building campaign. The DoP is a leader on the Development & Communications (DevComm) team, reporting directly to the CDCO, and working closely with board trustees, philanthropy and campaign committee members in their role as fundraisers. Specific responsibilities of the Director of Philanthropy include:

- Establish meaningful, authentic relationships with donors that help accomplish their philanthropic goals while realizing Breakthrough's mission and vision and using an ethical and community-centric fundraising approach

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- Secure major gifts at the \$5,000 to \$1M and larger level with current annual goal of \$3.5M and anticipated year-over-year growth
- Manage existing portfolio of 150-200 current and prospective givers and facilitate regular portfolio management meetings with key staff
- Manage systems and software to track and cultivate current and prospective givers, including donor database, prospect research and wealth screening tools
- Create and implement relationships action plans that foster increasing connection, engagement and generosity
- Make direct, face-to-face solicitations, and assist other staff, board trustees and fundraising volunteers with their solicitation (e.g. portfolio development support, strategic counsel, and help with donor communications)
- In partnership with CDCO, manage philanthropy committee and campaign committee, including developing meeting agendas, preparing materials and supporting committee members
- Develop and write content for case statements, giving menus, individual proposals, reports and gift agreements
- Provide leadership and vision for newly established planned giving program
- Collaborate regularly with other members of the DevComm team to align efforts and communications
- Track and report progress using specific agreed upon metrics, maintaining up-to-date record of contacts in donor database
- Acknowledge donors and volunteers through public and private recognition and creative, mission-centric stewardship
- Design engaging and inspiring experiences that connect current and prospective givers with Breakthrough's mission
- Provide vision and direction for small events that engage prospective major and planned givers and provide support as needed for larger fundraising and community engagement events
- Effectively communicate Breakthrough's mission, programs, theory of change, and strategic priorities, with an approach that honors our diverse community and with a strength-based framing about students, families, and schools
- Regularly attend and/or volunteer at programmatic and student/family-centric events
- Perform other job-related duties as required

ABOUT YOU

You are a strong candidate for the Director of Philanthropy role if, above all, you are a champion for closing the opportunity gap and increasing social and economic equity and mobility through educational attainment. You are a proven high performer with extensive experience building relationships with individuals and families to inspire generosity and investment toward ambitious fundraising goals. You contribute to a transformational mission as a leader, and will be expected to energize team members, persuade prospective givers and persevere. You have a growth mindset and embrace Breakthrough's ever-learning, ever-evolving approach to fundraising as we work to live into community-centric, anti-racist values. You will also bring experience or demonstrated capacity in the following:

- Strong commitment to the mission and values of the organization
- Proven track record of fundraising success through individual major giving (a must) and multi-million dollar campaigns (preferred)

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- Demonstrated ability in interpersonal communication, in one-on-one and meeting/group settings, to connect with people, identify donor motivations and values, and inspire stakeholders by communicating organization mission in a way that is authentic, relatable, compassionate and strength-based
- Demonstrated emotional intelligence and ability to build and maintain good working relationships throughout the organization and with outside constituencies
- Proven success in motivating others, including board trustees and other fundraising volunteers, through empathetic and inspiring management and communication skills
- Proficient writing and speaking skills with an ability to be clear, concise, and compel people to action
- Comfortable using a donor database, prospect research and other wealth screening tools, Microsoft Office and G-Suite
- Familiarity with donor advised funds, qualified charitable distributions, and non-cash gifts such as stocks and securities
- Working knowledge of current trends and best practices in charitable giving
- Strong attention to detail, organization skills and demonstrated ability to follow through and meet deadlines
- Ability to work both collaboratively as part of a team effort and independently with minimal supervision – a determined, self-starter and results-driven individual
- Commitment to diversity, equity, and inclusion, reflected in your interpersonal interactions, decision making, writing, and storytelling
- Demonstrated tolerance for ambiguity and an ability to make decisions based on complex and evolving information

REPORTING RELATIONSHIPS

The Director of Philanthropy is a full-time position that reports to the Chief Development & Communications Officer (CDCO). This role does not currently have direct reports but is part of a growing team with potential to add staff in future years.

COMPENSATION & BENEFITS

- Competitive annual salary between \$66,000-\$96,000 depending on experience and qualifications
- Health, dental and vision insurance; Breakthrough pays 100% of employee only premiums
- Long-term disability and life insurance
- Matching 401K retirement plan
- Thirty days of annualized PTO
- Generous leave policy
- Organization-paid AFP membership

Breakthrough Central Texas is committed to a policy of equal treatment and opportunity in every aspect of its relations with its applicants, staff members, and families, without regard to race, color, ethnicity, religion, gender identity and gender expression, sexual orientation, national origin, disability, age, marital status, military status, pregnancy, or parenthood. People of diverse backgrounds are strongly encouraged to apply.

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