



Hand to Hold Director of Development

The Opportunity

Hand to Hold® is a nationally recognized nonprofit on a mission to ensure that every NICU family has a hand to hold when they need it most. One in seven babies born in the U.S. spends time in a Neonatal Intensive Care Unit (NICU). Parenting a child in the NICU is a traumatic experience that increases a parent's risk for developing perinatal mood and anxiety disorders (PMADs). Hand to Hold provides compassionate, early-intervention mental health support before, during, and after a NICU stay—at no cost to families nationwide.

As a **Best Place for Working Parents®** (2022–2025), Hand to Hold is seeking a dynamic, mission-driven **Director of Development** who will lead with both heart and hustle. Reporting to the Executive Director, this role combines **hands-on fundraising execution with collaborative team leadership** to strengthen and grow annual revenue beyond **\$1.5M in FY26**.

The first 6–12 months will focus on:

- Evaluating and optimizing the development team structure, including whether to rehire or reimagine the open Donor Engagement Specialist role
- Strengthening donor retention and individual giving programs
- Expanding the major donor portfolio
- Collaborating with the Marketing team and event partners to maximize sponsorship and event outcomes
- Establishing a robust and data-driven development plan aligned with Hand to Hold's strategic growth goals

The Role

The **Director of Development** will oversee all fundraising activities, including individual giving, corporate and foundation partnerships, major gifts, and grants. This person will mentor a talented development team, collaborate across departments, and personally engage in donor cultivation, solicitation, and stewardship.

This is an ideal opportunity for a compassionate, results-oriented fundraiser ready to play an integral leadership role in a growing, purpose-driven organization.

Key Responsibilities

Fundraising & Donor Engagement

- Lead execution of Hand to Hold's comprehensive fundraising plan across individual, corporate, foundation, and event channels.
- Manage a portfolio of **major donors (\$7,500+)**, with the Executive Director stewarding donors at or above \$50,000 annually.
- Partner with the Board of Directors to strengthen their role in fundraising, including training and equipping members for donor engagement.
- Partner with the Executive Director to advance the **Hope Campaign** and other multi-year giving initiatives.
- Ensure timely, meaningful, and personalized stewardship for all donors and funders.

Team Leadership & Collaboration

- Supervise and mentor a cross-functional development team, including:
 - **Corporate Partnerships & Grants Manager** – manages corporate relationships and grants >\$5,000.
 - **Development Manager** – oversees CRM, reporting, and fundraising systems.
 - **CRM & Stewardship Coordinator (part-time)** – manages grants ≤\$5,000, donor stewardship, and data reporting.
- Assess departmental structure and staffing needs; make recommendations for new or redefined roles to strengthen fundraising capacity.
- Collaborate closely with the **Marketing team** and contracted event management firm to align fundraising, sponsorship, and event strategies.

Corporate & Institutional Fundraising

- Provide strategic oversight and partnership in the cultivation, solicitation, and reporting of corporate and foundation relationships.
- Support proposal development and impact reporting in collaboration with the Corporate Partnerships & Grants Manager.
- Oversee sponsorship fulfillment and ensure corporate visibility aligns with partner expectations.

Strategy, Reporting & Budget Management

- Manage departmental budget, revenue projections, and fundraising KPIs.
- Develop and implement a multi-year development plan aligned with the organization's strategic plan and financial sustainability goals.
- Use CRM data to analyze performance, track progress toward goals, and identify trends or gaps.
- Provide clear, data-driven fundraising reports to the Executive Director and Board of Directors.

Who You Are

- A hands-on fundraiser who thrives on relationship building and collaboration.
- An inspiring manager and coach who empowers others to succeed.
- A confident communicator and storyteller who connects donors to mission impact.
- A compassionate, equity-minded professional motivated by supporting families through trauma, healing, and hope.
- Organized, proactive, and comfortable managing multiple projects in a fast-paced environment.

Qualifications

- Bachelor's degree or equivalent professional work experience required.
 - **5+ years** of progressive nonprofit fundraising experience, with at least 2 years managing people or projects.
 - Proven success in **major gifts, donor cultivation, and relationship management**.
 - Experience managing fundraising budgets of **\$1.2M or more**.
 - Proficiency in CRM and event management systems.
 - Strong written and verbal communication skills.
 - **Personal experience with the NICU, maternal/infant health, or mental health field** is highly valued.
 - Candidates with **diverse perspectives and lived experience** related to the families Hand to Hold serves are strongly encouraged to apply.
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Compensation & Benefits

Salary Range: \$90,000 annually

- **Performance Bonus:** Eligible for up to 10% of annual salary, set, evaluated and paid quarterly, based on predefined fundraising and team benchmarks.
- **Benefits:** Medical insurance benefits with competitive employer contributions, extensive paid time off and holidays, Summer Fridays, and professional development support.

Work Environment

- Hybrid role: minimum **three days in-office per week** (Northwest Austin).
- Occasional evenings and weekends for events or donor engagements.

Is your greatest gift putting points on the board to achieve big results?

Do you enjoy recruiting and persuading people?

Are you fast paced, dynamic and can hold yourself accountable enough for the details to make sure the big picture objectives are achieved?

If the answers are yes, then please apply to become part of the team!

2 STEP APPLICATION PROCESS:

1. Click [apply](#) AND
2. Copy and paste the link below and answer brief questionnaire:

<https://go.cultureindex.com/s/omoTP06VpG>

To Apply

To apply - submit your resume and cover letter by visiting this link:

<https://recruiting.paylocity.com/Recruiting/Jobs/Details/3677907>

Hand to Hold is an equal opportunity employer committed to creating an inclusive workplace that values diversity, compassion, and integrity. Candidates from underrepresented backgrounds and those with lived NICU or maternal/infant mental health experience are strongly encouraged to apply.