

## Regional Director of Development

### About Austin

Austin is a vibrant city filled with a rich cultural heritage and is ranked as the #1 Best Place to Live for the second year in a row by U.S. News and World Report. The city of Austin is the state capital and holds the ranking as the 11<sup>th</sup> largest city in the United States. Currently, Austin is home to 10 of IDEA's schools and serves nearly 5,000 students at campuses in Austin, Kyle, and Pflugerville.

In a city that is a hub for knowledge, IDEA is working to support the community through education, which is the single most effective anti-poverty strategy we possess as a nation. This is why we focus on AP courses for all students, college acceptance, and matriculation. Only 1 in 8 Austin students graduate college ready. Changing this statistic is part of the promise IDEA makes to current and incoming students. Our goal is to add 16 more schools over the next 4 years, including IDEA's first health professions school, in support of our mission of college for all, positioning us to serve approximately 13,000 students by 2022.

**Role Mission:** This role will be supported by a development operations team charged with ensuring the appropriate infrastructure is in place to execute best-in-class fundraising operations across IDEA's regions. Through the development operations team, the Director of Development will have events, data analysis, communications, gift processing and grant reporting support. The Director of Development will report to the Executive Director and sit on a team of fellow regional fundraisers who share best practices, collaborate and have fun together. A masterful communicator, relationship builder and fundraiser, the Director of Development is passionate about educational equity in Houston, well-versed in making six and seven figure asks, and is a strategic planner and executor.

### Accountabilities:

#### 1. Raise \$1.5M in funding to support the Austin region by June 30, 2020.

- Lead stewardship with IDEA's largest funders in the Austin region, including raising required matching commitments to unlock additional funding allotments.
- Develop funding path for renewals and prospects; and build relationships with local individuals, corporations and foundations to support IDEA with major gifts.
- With the support of IDEA's Development Events Manager, plan and execute the Austin Opportunity Lunch 2019 with an end goal of raising at minimum \$100,000 net at the event.
- Plan and lead regional tours, working with the development operations team and the regional schools' teams to prepare for funder and prospect visits.

#### 2. Ensure 100% of board members give financially; and 100% of board members experience at least one programmatic touchpoint.

- Create individualized annual plans for each board member
- Manage all Houston regional board correspondence, meeting schedules, agendas and presentations, working with Greater Houston Executive Director to plan 4 regional board meetings a year with 90% attendance
- Partner with Executive Director to develop and execute recruitment strategy to add additional, qualified advisory board members

**3. Build a sustainable coalition of Houston donors with a strong belief in IDEA's mission and willingness advocate on behalf of IDEA.**

- Champion board and community partnerships for the region and provide appropriate level of detail, preparation, and context for Executive Director to support cultivation and continued engagement.
- Set strategic goals around the number of new, lapsed and upgraded donors needed in FY20 and beyond to create a healthy, sustainable donor base long-term
- Develop and execute long-term plan to get in front of 25% of long-range high net worth Austin leaders to begin building relationships for future asks

**4. We look for Team and Family who embody the following values and characteristics:**

- Believes and is committed to our mission and being an agent of change: that all students are capable of getting to and through college
- Has demonstrated effective outcomes and results, and wants to be held accountable for them
- Has a propensity for action, willing to make mistakes by doing in order to learn and improve quickly
- Works with urgency and purpose to drive student outcomes
- Thrives in an entrepreneurial, high-growth environment; is comfortable with ambiguity and change
- Seeks and responds well to feedback, which is shared often and freely across all levels of the organization
- Works through silos and forges strong cross-departmental relationships in order to achieve outcomes
- We believe in education as a profession and hold ourselves to high level of conduct, professionalism and behaviors as models for our colleagues and students.

**Knowledge and Skills:**

- Ability to synthesize multiple facts, data points, and stories into compelling narrative explaining IDEA's educational vision for the region to others.
- Superior writing ability and attention to detail.
- Comfort and confidence engaging with individuals from all backgrounds within the Austin community in order to explain the IDEA story and vision.
- Knowledge of the Austin philanthropic landscape including various philanthropic organizations and business development organizations.
- Communication- ability to explain IDEA's story, program, vision and accomplishments with a diverse group of constituents, prospects, and funders.

**Qualifications:**

- Bachelor's degree required, Master's degree preferred
- 5 years of experience in a development, advocacy, fundraising, grant writing, grant management or similar role
- Proven track record of personally achieving success
- Belief in IDEA's mission and an understanding of what it takes to achieve the goal of college for all children