



***Reach Out and Read Colorado (RORCO) is a twenty-year-old nonprofit organization dedicated to making literacy promotion and early relational health standard in pediatric primary care. By taking advantage of the existing infrastructure and relationships between health care providers, their young patients, and their families, RORCO is taking steps so that ultimately, all children in Colorado will grow up with books and a love of reading.***

## **Director of Development**

### **Position Summary:**

The Director of Development is a senior level position responsible for leading the organization's efforts to secure \$1.5 million+ annually from individuals, foundations, corporations, and events. This Director plays a critical role in fulfilling Reach Out and Read Colorado's mission, program implementation, and expansion. This position also provides leadership and management for the Development department, consisting of a Development Manager and a contract Special Events Manager. The Director of Development is a key member of the Leadership team and reports to the Executive Director.

In this role, you'll be joining a dedicated and passionate team of experts who have built a culture of collaboration and support. As a key member of the Leadership team, you'll contribute your point of view and expertise as we work toward strategic expansion, program innovation, and long-term sustainability goals.

As our fundraising lead and "utility player," you'll develop relationships, strengthen engagement and stewardship strategies, and build a strong pipeline for long term sustainability and growth. This is a tremendous opportunity for an experienced fundraiser who relishes the chance to build a robust and diverse fundraising strategy upon a solid foundation in support of a well-established organization.

### **Duties and Responsibilities:**

#### **Individual Giving: 40%**

- Grow and develop Reach Out and Read Colorado's individual giving program through a combination of major gifts and small donor strategies
- Clearly and effectively communicate the organization's needs and priorities to inspire donors and motivate their giving
- Craft new cultivation and stewardship strategies for donors and prospects to ensure successful moves management and increase rates of renewed and increased giving
- Plan and manage effective prospect qualification, donor acquisition, and cultivation strategies to maintain a healthy pipeline.
- Maintain a portfolio of major donors and prospects, making direct, face-to-face solicitations and/or virtual solicitations as appropriate.
- Explore opportunity for development of planned giving program strategy
- Support our passionate Board of Directors in their fundraising priorities
- Leverage the Executive Director's time in support of strategic relationship development and major gifts fundraising

**Foundation Relations: 25%**

- With the support of the Development Manager, align efforts to manage foundation relationships, proposals, and grant reports
- Uncover new opportunities in health equity and social emotional health funding

**Corporate Partnerships: 15%**

- Expand on corporate giving strategy, refining and implementing site-based sponsorship strategy
- Explore additional opportunities for corporate support of our work at a statewide scale

**Events: 10%**

- With the support of the Events Manager, lead and manage fundraising event efforts, including the efforts to raise \$200,000 at the annual gala.
- Support board-driven smaller events, such as Artist/Illustrator salons to support event fundraising goal.

**Leadership and Collaboration: 10%**

- Develop and manage a comprehensive development strategy, building upon the organization's demonstrated success.
- Work with Marketing & Communications department to develop unified messaging strategies for engaging materials, campaigns, and stories across all platforms.
- Join an energetic leadership team in solving the challenges and opportunities of a stellar state affiliate as we advance the goals of our strategic plan
- Represent the goals and priorities of the Development department at leadership and board meetings
- Prepare and present as requested monthly budget to goals reporting
- Provide supervision and leadership to Development Manager and Event Manager positions

**Required Skills and Experience:**

- Strong commitment to Reach Out and Read Colorado's mission.
- B.S./B.A. degree or equivalent combination of relevant working experience such as project management, donor/investor relations, and written and oral presentation experience.
- Seven or more years' experience with fundraising.
- Demonstrated success in securing major gifts of at least five figures.
- Demonstrated success in donor acquisition strategies.
- Demonstrated success in grant writing, specifically large, multi-year, 6-figure support.
- Leadership and cross-functional collaboration experience.
- Three or more years supervisory experience.
- Computer proficiency required, including Office and Google suite applications.
- Exceptional communication skills, both written and verbal.
- Ability to multi-task, balance competing priorities, manage time efficiently and meet deadlines.

**Preferred Skills and Experience:**

- Experience working with low-income families, early literacy programs and/or in a medical setting preferred
- Experience working with Donor Perfect Online (or similar) preferred
- Certified Fundraising Executive preferred

**Attendance and Other Requirements:**

- *Timely and regular attendance is an expectation of performance for all Reach Out and Read Colorado employees. To ensure adequate staffing, positive employee morale, and to meet expected productivity standards throughout the organization, employees will be held accountable for adhering to their workplace schedule.*
- *Evening and weekend work may be required.*
- *Willingness and ability to travel is required. Travel requirements include less than 20% of time.*
- *Safe reliable transportation and proof of insurance is required.*
- *Valid Driver's license is required.*
- *Physical demands may involve safely lifting materials such as books, event décor, and office supplies up to 40 pounds.*

Reach Out and Read Colorado is deeply committed to abolishing systemic racism. Diversity, equitability, and inclusivity play prominent roles in our daily best practices and these values are reflected clearly throughout our program. Joining the RORCO team means you share our values. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected status, or any other characteristic protected by law. Black, Indigenous, and People of Color (BIPOC) and other who identify as nonwhite, people with disabilities, and members of LGBTQIA+ community are encouraged to apply for this role.

**Classification, Benefits, and Compensation:**

This is a full-time (1 FTE), exempt position.

Benefits available per Reach Out and Read Colorado Employee Handbook, including generous PTO, employer-paid healthcare, and IRA matching

Annual salary range: **\$65,000 - \$78,000, plus bonus**

***Please send resume and cover letter to Darian Gregor [darian@thehrshop.com](mailto:darian@thehrshop.com).***