



JOB ANNOUNCEMENT

Position: Director of Advancement

Organization: BELONG Partners

Location: Seattle area

Salary Range: \$85,000 - \$115,000 (commensurate with experience)

Benefits: \$500/month employer contribution toward group health insurance or \$500 monthly compensation if you have other insurance, SIMPLE IRA plan with up to 3% match, PTO/LTD/Life/EAP.

About BELONG Partners: BELONG Partners is a leading education equity nonprofit, working with partners to build equitable learning communities that center the dignity, voice, and agency of young people. We employ a variety of social emotional learning (SEL) models that are science-based, culturally relevant, trauma-responsive, restorative, and child-centered to transform the way adults teach, parent, and care for youth.

BELONG Partners is a 501(c)(3) non-profit founded in 2007. Our vision is a world where children know they matter and belong. Over 15 years, we have developed a solid model and a reputation as a trusted and effective partner, supporting schools to systemically address disciplinary practices that harm children and perpetuate racial and other inequities.

We are committed to having a diverse workforce. We strongly encourage individuals who are Black, Indigenous, or People of Color to apply.

Our holistic approach includes three efforts:

We facilitate professional development for school leaders and educators to build classroom communities that model an inclusive culture schoolwide and promote student agency and well-being. Fundamental to school transformation is a systems approach that shifts how adults build relationships with students and integrates social learning and discipline.

We coach administrators and educators to use data to identify and implement solutions that address damaging systemic patterns of inequity that target Black and brown students.

We train and coach families and caregivers to apply solution-oriented practices that instill critical social emotional life skills.

To learn more, visit www.belongpartners.org

Position Overview: BELONG Partners is seeking a Director of Advancement to join our team. The ideal candidate will be a highly motivated, multi-skilled professional with a strong background and enthusiasm for building development programs from the ground up. Our organization is supported primarily by earned revenue and is growing support from foundation grants and contributions. We are looking for a seasoned fundraising professional who can lead us in building an expanded and diversified fundraising program and implementing the resource development and advancement goals of our 2024-2028 Strategic Plan.

The Director of Advancement is a key leadership role responsible for spearheading our fundraising efforts, fostering donor relationships, and advancing our vision of equity in education. This position requires a passionate advocate with a strong commitment to the values and goals of BELONG Partners. The ideal candidate will possess a blend of strategic vision, fundraising expertise, and exceptional communication skills to drive revenue growth and engage stakeholders effectively.

Primary Responsibilities:

- **Fundraising Strategy:** Develop and implement long-term and annual fundraising strategies, goals, and tactics with the Shared Leadership Team and Board of Directors.
- **Stakeholder Engagement:** Build and maintain relationships with community stakeholders to support programmatic and fundraising goals.
- **Communication Strategy:** Create and execute a comprehensive communication strategy, integrating fundraising and program efforts across various channels.
- **Event Planning:** Lead the planning and implementation of cultivation events such as house parties and school tours.
- **Donor Cultivation:** Identify and develop strategies to cultivate relationships with prospective and current donors.
- **Grant Proposals:** Collaborate with contracted grant writers and staff on foundation, corporate, and government grant proposals and manage grant tracking.
- **Donor Management:** Oversee donor tracking systems, ensuring accurate data management and timely acknowledgment of contributions.
- **Philanthropy Support:** Educate and support staff and board members on fundraising processes and roles.

Required Qualifications:

- Passion for the work of BELONG Partners and commitment to equity in education.
- Bachelor's degree or equivalent experience in nonprofit management, fundraising, communications, or related field.
- 5+ years (7-10 preferred) of progressive experience in development leadership.
- Proven track record of raising significant revenue and meeting goals.
- Experience in building fundraising systems, donor relationships, and working with Boards of Directors.
- Excellent presentation, verbal and written communication skills and PR experience.
- Ability to travel within the Seattle area as needed.

Successful Candidates Will:

- Engage in open, productive dialogue and collaboration.
- Demonstrate drive, energy, and commitment to achieving results.
- Use information effectively to solve problems and develop innovative solutions.
- Utilize systems and processes to monitor and manage performance.

Remote/hybrid work: BELONG Partners employees primarily work remotely in the Seattle area and are expected to be available to meet in person with board members, colleagues, prospective and current donors and attend events.

To Apply: Submit a resume, cover letter (with answers to the application questions below), and three professional references in a single PDF format to hr@belongpartners.org with "Advancement" in the subject line. Priority given to applications received by September 15, 2024. Position open until filled.

Application Questions:

1. What do you think is most exciting about the possibility of working to build and grow Advancement for BELONG Partners?
2. Describe the best team you've worked on. What was your unique contribution to the team that helped make it a terrific group experience for everyone involved?

Tentative Search Timeline:

August 2024 – job posted

September 15, 2024 – deadline for full consideration of application (open until filled)

September/October – screening & interviews – likely by Zoom

October – offers to candidate

October/November 2024 – likely target start date

BELONG Partners is committed to recruiting, hiring, developing, fairly-compensating, and promoting the best-qualified individuals for positions at all levels within the organization. We believe the organization's goals can only be attained by utilizing the diverse skills and backgrounds of all our employees. We therefore maintain an unequivocal commitment to and support of equal employment opportunity for all individuals, free from discrimination based upon characteristics protected by law such as race, color, national origin, caste, religion, creed, age, sex, sexual orientation, gender identity, marital status, disability, veteran status or any other characteristic protected under local, state, or federal law.