



Director of Development

ABOUT THE OUNCE

Since 1982, the Ounce of Prevention Fund (the Ounce) has persistently pursued a single goal: that all children living in America—particularly those born into poverty—have quality early childhood experiences in the crucial first five years of life. Children born into poverty begin life with the odds stacked against them. That’s not just unfortunate for them. It’s a problem for all of us—one that can and must be solved.

The Ounce is demonstrating effective solutions every day through work anchored in a growing body of scientific evidence about early brain development. Private dollars are used to apply that science in developing innovative programs, and then leverage public funding to support their implementation and replication.

The Ounce:

- Serves more than 4,000 children and families directly through birth-to-five programs it funds and operates in Chicago as well as through its network of voluntary [home visiting programs](#) throughout Illinois.
- Integrates the latest [research and best theories](#) into program development efforts.
- Trains nearly 3,000 community-based early childhood professionals in Illinois each year.

Key Facts

- \$77.5 million operating budget
- \$39.3 million raised from philanthropy
- 315 staff; 27 development staff

Mission

The Ounce gives children in poverty the best chance for success in school and in life by advocating for and providing the highest quality care and education from birth to age five.

Visit



- [Advocates](#) for state and federal funding for early childhood services that reach hundreds of thousands of children across the country.
- Partners with advocacy organizations in 23 states and Washington, DC, to build their capacity to advance policy change and increase public investments in effective birth-to-five programs.
- Communicates through [publications](#) and other resources to ensure that knowledge is translated into understanding that leads to action—in homes, schools, board rooms, and on Capitol Hill.
- Designs and develops models, curricula, education materials and other programs that help prevent the academic achievement gap and the social problems it can create, including school dropout rates, teenage pregnancy, juvenile crime and chronic health conditions.

THE POSITION

The Director of Development serves as a chief strategist for and leads the Individual Giving and Fundraising Events teams. This individual will develop and implement short- and long-range strategies for growing the Ounce's philanthropic revenue from private individual donors. The Director is charged with overseeing the Ounce's overall private funder and stakeholder engagement strategy to increase and diversify the organization's individual donor base and implementing systems and processes that lead to effective moves management and donor stewardship.

The Director of Development reports to the Vice President of Development and will have a matrix reporting relationship to the Managing Director, Strategic Advancement. The Director will lead a team of four full-time staff that includes: Assistant Director, Events; Manager, Individual Giving; Senior Associate, Individual Giving; and an Associate, Events Operations. This individual will serve as a member of the Ounce's leadership team and is based in Chicago.



MAJOR OBJECTIVES

Within the first 12 to 18 months, the Director of Development will achieve the following:

- Establish trust and confidence quickly with the Ounce's staff, board members, and funders through capable leadership.
- Develop a strong working knowledge of the Ounce's broad program work and strategic growth plan.
- Collaborate with the Vice President of Development and the Managing Director, Strategic Advancement to develop and implement a strategic fundraising plan for individual donors that aligns with the Ounce's strategic growth initiatives and supports the current \$250 million campaign.

RESPONSIBILITIES

Drive Individual Giving Strategy

- Develop and oversee the Ounce's overall private funder and stakeholder engagement strategy, with a focus on increasing and diversifying the Ounce's individual donor base including small to major gifts; create and implement internal processes that lead to effective and proactive moves management.
- Partner with the Managing Director, Strategic Advancement; Vice President, Development; Managing Director, Institutional Giving; and Director, Operations to set strategic direction for the Development Team and ensure alignment and coordination of strategy across campaign activities.
- Serve as a key fundraising strategist, working in collaboration with key members of the executive and leadership teams to develop and execute sophisticated fundraising plans.
- Build relationships across organization to communicate individual giving goals; Lead cross-organizational teams to support the cultivation, solicitation and stewardship of individual donors that support the Ounce's strategic objectives.
- Supervise the day-to-day operations of the Individual Giving team to ensure execution on organizational fundraising goals and objectives.



- Mentor development staff to promote their acquisition of knowledge, skills and abilities to lead high-quality funder engagement and stewardship and maintain a positive team culture.
- Serve as key partner to internal project and strategy teams, to ensure team alignment and access to program content and advocacy and research initiatives.
- Serve as main liaison with the Ounce's Marketing and Communications team to support donor communications and pipeline strategies; Serve as a lead reviewer of fundraising materials, solicitations and collateral.
- Partner closely with the Assistant Director, Events to ensure strategic engagement and cultivation of individual donors.
- Serve as a member of the Ounce's leadership team.

Drive Fundraising Event Strategy

- Partner closely with the Assistant Director, Events to develop and execute an expanded national event strategy, to cultivate prospects in key Ounce target markets.
- Ensure strategic engagement and cultivation of individual, corporation and foundation donors through events.
- Partner closely with Marketing to develop donor sponsorship/recognition and communication strategies.

Donor Relations

- Serve as key spokesperson for the Ounce with donors and prospects. Collaborate with senior staff to promote strong donor engagement.
- Oversee a robust portfolio of donor and prospect relationships focused on the top donors with individual capacity of \$25K to \$5M or more and serve as key strategist on cultivation and advancement of donor engagement.
- Coach and support development team members in portfolio management and donor engagement.



QUALIFICATIONS

The Director of Development will possess a minimum of five years of experience in fundraising, which should include:

- Experience with solicitation and stewardship of individual donors at all levels, including major gifts.
- A record of creating and accomplishing the goals of a comprehensive fundraising plan.
- Prior board and volunteer management experience.
- Supervisory experience with demonstrated ability to develop individual talent.
- Prior experience managing budgets and creating financial revenue projections.
- Exceptional written, oral, presentation, and interpersonal skills to communicate clearly and passionately about the goals and needs of the organization.
- Ability to synthesize complex ideas into a coherent message to both external and internal audiences.
- Ability to work as a team member with diverse communities, lead cross-divisional teams, and successfully interface with a diverse staff and diverse communities.
- Aptitude to work effectively with and gain the respect of various constituencies including senior executives and decision makers.
- Strong project management skills to efficiently manage multiple competing and complex tasks.
- Knowledge of Chicago and national philanthropic community, with prior experience in the solicitation and stewardship of major individual donors.
- Demonstrated ability to create and execute the goals of a comprehensive fundraising plan.
- Demonstrated ability to perform job duties with discretion when handling confidential information.
- Strong proficiency with Microsoft Office products and fundraising databases (Salesforce preferred), with the ability to learn and master new technology and software programs as needed.
- A strong passion and commitment to the Ounce's mission.
- Bachelor's degree is required; an advanced degree would be an advantage.



APPLICATION

The Ounce has retained Campbell & Company to conduct this search. The team for this project includes Daniel Fissinger and Joey Scheiber. To be considered for this opportunity, please send a letter of interest and resume to:

JOEY SCHEIBER

Consultant, Executive Search

joey.scheiber@campbellcompany.com

(312)-896-8897



1 East Wacker Drive, Suite 2100
Chicago, IL 60601

The Ounce is committed to recruiting, hiring, training and promoting persons in all job classifications without regard to race, color, religion, national origin, sex, age, handicap, sexual orientation or any other protected status.