

DIRECTOR OF FUND DEVELOPMENT
Based in Worcester

We can't snap our fingers and make everything right with the world but we can help girls take steps to be ready and resilient when things get tough. As a key member of the leadership team, the fund development director has the unique opportunity to help girls improve their lives by engaging in topics like living life under a social media microscope, healthy eating and body image, social justice, making strong connections with the outdoors, and learning business basics by running their own Girl Scout Cookie business. This position is based in Worcester and covers the full jurisdiction of the Girl Scouts of Central and Western Massachusetts (GSCWM). The starting pay range is \$65,000 - \$75,000/year, depending on skill level and experience.

What are the primary responsibilities for this job?

- Work collaboratively with the Chief Executive Officer to develop a contributed revenue strategy to achieve financial targets and support organization objectives
- Engage the Development Committee of the board of directors in establishing fundraising strategies and goals
- Help position Girl Scouts ahead of major funding changes or trends
- Prospect for new donors, cultivate current prospects, make fundraising asks, steward current donor relationships
- Build lifelong relationships with donors resulting in increased annual gifts, major gifts, and planned gifts
- Leverage relationships with donors, board members, volunteers, and employees to generate new donor prospects through referrals
- Identify grant funding opportunities; collaborate with managers to determine funding needs

What experiences and qualifications are key to success in the position?

- Three – five years of upper management experience in fund development
- Strong track record in annual funds, major gifts, and planned giving
- Demonstrated ability to foster cross-functional collaboration, inclusion, and integration
- Excellent verbal and written communication skills; ability to cultivate major donors and make substantial asks
- Demonstrated ability to create and implement multi-year strategies resulting in increased revenues
- A genuine commitment to social justice and inclusion
- Strong computer skills and experience with Donor Perfect, Donor Search, or similar donor software applications
- A current driver's license and dependable transportation are required

What does Girl Scouts of Central and Western Massachusetts provide for you?

We are a team of 35 staff members working together to build girls of courage, confidence, and character who make the world a better place! We support flexible work schedules and occasionally working from home, which can be an effective tool for increased productivity, efficiency, and work/life balance. We reimburse for mileage and some evening and weekend work is required. This position is based in our Worcester Leadership Center which is a spacious, bright new facility.

Girl Scouts provides an excellent benefits package for employees that includes:

- A friendly, positive, and inclusive work environment
- Paid holidays (including Juneteenth), vacation, a paid winter break, personal and sick time
- Group health insurance plan with employer paying 75% of the premium; FSA or HSA available
- Group dental insurance plan with employer paying 50% of the premium
- Employer paid life and long-term disability insurance
- 401K plan - employer match after one year of employment

How can you apply?

Please include a cover letter with your resume and email your package to hr@gscwm.org. The Girl Scouts of Central and Western Massachusetts is an Equal Opportunity Employer.