



DIRECTOR OF DEVELOPMENT
Washington, DC

Compass, a national nonprofit providing pro bono consulting services to other nonprofits, seeks a motivated individual to take a leadership role in achieving Compass' goals for future growth through fundraising success.

About Compass (www.compassprobono.org)

For 18 years, Compass has been a leader in connecting the business community with local nonprofits needing strategic guidance. Compass operates programs in Greater Washington DC, Philadelphia and Chicago. Each year, over 50 Compass consulting teams of volunteer business professionals work with nonprofits on their most strategic challenges, including strategic alignment, board development, funding strategies, partnerships & collaborations, strategic marketing and strategic planning. In addition, Compass supports nonprofit boards by matching professionals onto nonprofit boards and training boards in best practices through The Sorkin Center at Compass.

Led by President, Suzanne Laporte, and championed by a high-profile, engaged Board of Directors, Compass is well-positioned to continue its efforts to bolster the nonprofit communities it serves. The Compass headquarters in DC, where this position is based, is a friendly, warm and intellectual environment with an impressive and accomplished group of staff members.

This Opportunity

The Director of Development (DoD) position is an exciting opportunity for a motivated, savvy individual to achieve fundraising success inside one of the region's most accomplished capacity building nonprofits. This senior leader will support Compass' growth and innovations, including the newly created Sorkin Center, to serve the nonprofit sector. The DoD reports to the President, and partners with the Board of Directors, to generate funds for operations and special projects.

Core Responsibilities

Development Planning and Reporting

- Design, implement and manage the annual development plan and timeline
- Create and regularly update a detailed annual development budget
- Report regularly to the President and Board on fundraising progress against goals, pipeline of prospects, and other pertinent developments
- Work with Compass' Director of Impact to more effectively use data to drive strategy

Direct Fundraising

- Identify, cultivate, solicit and steward institutional funders and individual donors to grow funding base for Greater Washington

- Manage relationships, and develop strategies, to support Compass' corporate partners to sustain and increase funding
- Provide fundraising strategy and guidance as needed for Compass Philadelphia and Compass Chicago (direct fundraising managed by staff in those markets)
- Work with Compass' volunteers to secure matching funds and volunteerism grants
- Lead the strategy for foundation grants, managing the calendar and overseeing grant writing and reporting, which may involve managing an external grant writer
- Manage Operations & Development Associate to ensure gift entry into Salesforce and gift acknowledgement process
- Work closely with the Communications Manager on Annual Report and other communications vehicles
- Spearhead occasional fundraising events, including anniversary celebrations

Leadership Engagement

- Creatively engage board members, advisory board members and other volunteers in fundraising initiatives by leveraging their networks
- Serve as an experienced philanthropic voice in internal leadership conversations and strategy sessions
- Serve as the liaison to the Development Committee of the Board of Directors

Perform other related duties as needed.

Candidate Characteristics & Qualifications

- Excited about the mission of Compass, its volunteer professionals and nonprofit partners
- Able to compellingly articulate the mission, programs, stories and impact of Compass
- Polished, entrepreneurial, confident and organized self-starter
- Experienced and interested in engaging with senior corporate professionals
- A successful track record of raising gifts from a variety of sources, and a proven track record with individual and corporate donors
- Demonstrated success identifying, building and sustaining strong relationships over time
- Superb interpersonal, verbal, written, and presentation skills
- Experience building organizational infrastructure a plus (systems, processes, technology)
- Ability to thrive in an environment focused on growth
- Sense of humor and flexibility essential
- Bachelor's degree (MBA preferred) and 5+ years of direct fundraising experience in the nonprofit sector
- Experience working collaboratively and effectively with staff, Board members, donors and volunteers
- Willingness to attend occasional evening events

To Apply

Please prepare a cover letter that describes your specific interest in Compass and your development experience in a nonprofit organization. Qualified candidates should submit cover letter, resume and salary requirements to Suzanne Laporte, Compass President, at slaporte@compassdc.org with "Compass Development Director" in the subject line.

Submit by January 31, 2020 for full consideration. Please submit all materials in Adobe PDF or Microsoft Word format, only.

Please address materials to:

Compass

1720 N Street, NW

Washington, DC 20036

Attn: Suzanne Laporte

The Director of Development is a full-time, salaried position that includes benefits including individual health, dental, vision, and a 401k plan.