

Kickstart Kids Director of Development

Kickstart Kids reaches adolescents at a critical time in their lives and instills self-esteem, resilience, life skills, and character. Our character curriculum focuses on the values of **honesty, loyalty, courage, discipline, respect, dedication, kindness, and responsibility** and, through the discipline of the martial arts, teaches the importance of setting goals and achieving them, showing up on time, working as a team with respect, earning good grades, and doing your best - all life skills that promote success in school, careers and life. Classes are offered in approximately 60 public middle and high schools across the state of Texas during the school day. This method of delivery minimizes obstacles to participation, such as transportation and parental support. Students also have the opportunity to participate in free sessions after school, during the summer, and on the weekends in Demonstration Teams and tournaments. While Kickstart Kids requests a modest participation fee from participants for the entire year, we work to not turn away any child due to an inability to pay. Year after year we have seen how our program improves the trajectory of young lives.

After 30 years of success and over 110,000 program participants, Kickstart regularly receives requests from schools wanting the program on their campus and, due to capacity constraints, we often must turn away the opportunity to reach deserving students. Kickstart is seeking to expand its individual, foundation and corporate support to augment our instructor staff and expand operations.

The Director of Development, reporting to the Executive Director, will work with the Executive Director (and Chief Financial Officer) to expand the organization's relationships and with the Marketing and Social Media team to raise the organization's visibility. The Director of Development also will develop strategies for community engagement that attract foundations, corporations and philanthropic individuals.

Start Date: Immediate

Salary Range: \$90,000 to \$110,000 depending on experience

Location: Houston, with occasional travel to Central Texas and North Texas

Skills -

Kickstart is looking for a person with:

- Minimum 10 years experience; foundation and corporate fundraising experience required
- Experience with grant writing and the grant making process
- Bachelor's degree with strong writing and communication skills; additional certifications preferred
- Refined public speaking and presentation skills and experience, with a talent for conveying a compelling mission overview to prospective donors
- Experience with relationship management software systems
- Passion for youth development
- Detail oriented and relationship driven
- Self-starter able to work independently and as a collaborative team member
- Creative with innovative ideas for lasting positive impressions
- Proficient with Word, Excel, Power Point, Donor Perfect, and online payment systems
- Ability to establish and develop a fundraising program, organize necessary requirements and manage the program's undertakings on clear timelines
- Established network of contacts in the donor communities
- Experience with martial arts a plus

Responsibilities -

- Develop and implement a Foundation and Corporate Development Plan
- Build foundation and corporate support by designing prospect strategies, identifying leads, and engaging in regular in-person meetings and site visits to cultivate relationships.
- Assist with augmenting current grant proposal efforts
- Engage with Operations staff to fully understand the impact of the program and explore avenues for relationship cultivation among participating Kickstart families.
- Oversee the foundation and corporate development calendar for new prospects.
- Track success of foundation and corporate donations in comparison to prior years and to goals.

Benefits -

- Generous Medical, Dental and Vision insurance
- 401(k) Plan and Life Insurance
- New hires have 10 Vacation days in the first year, 12 Personal days in the first year, and extended winter holiday.

Please apply to Joan Neuhaus, Executive Director, jneuhaus@kickstartkids.org.