



LONE STAR

JUSTICE ALLIANCE

JOB POSTING: LSJA Development Director

ABOUT LSJA:

The Lone Star Justice Alliance (LSJA) is seeking a Development Director to join its legal staff in Austin, Texas. LSJA is a nonprofit legal organization that improves the lives of youth and emerging adults in the justice system. We envision a justice system that uses developmentally-appropriate responses to behavior and treats youth and emerging adults with equity and dignity to promote resilience, conserve costs, and increase public safety.

ABOUT YOU:

You must be a team player. Our team is growing, and you will be instrumental in that growth. We are strong believers in the team approach and our office is a team environment.

We need high energy and enthusiasm for the work we do (and life in general). You must be able to work fast and change gears quickly. You must be able to think on your feet and make smart decisions. You must be willing to go the extra mile to get the job done right the first time.

We are a team of high-achievers where positivity, collaboration, resourcefulness and a hands-on attitude win the day. “How can I help?” is a phrase that is always heard in our office and never “That’s not my job.” We are looking for people who will thrive in this office culture.

You must be willing to learn new things and proficient with Word, Google Drive, and Microsoft Teams You must enjoy developing and implementing systems and continually improving them.

We want people who want to fight for human rights, the rights of children, and opportunities for all.

Job responsibilities include, but are not limited to, the following:

- Develop, implement, and collaborate on the strategic direction and annual fundraising plan for individual donors, corporations, foundations, public entities, and potentially event fundraising that increases unrestricted funding for operational sustainability.
- Formulate, achieve, and surpass short and long-term goals for annual organizational fundraising through a thoughtful and creative development plan.
- Develop and implement fundraising strategies to diversify funder base and engage new donors and volunteer leaders.
- Responsible for identifying funding opportunities and writing polished proposals to earn grant money, including researching deadlines, drafting grant requests and submitting reports for approval.
- Provide strategic fundraising advice to senior management and operations staff and identifies and resolves fundraising challenges.
- Cultivate relationships with foundation leadership and develop major fundraising grant proposals and reports.
- Work with the Board of Directors to maximize relationships that lead to the cultivation of

major gifts.

- Prepare meeting materials and talking points for the CEO, other members of the leadership team, and board members in advance of donor prospect engagements and facilitate follow up activities afterwards.
- Direct the activities of gift records, donor acknowledgements, and recognition efforts.
- Establish performance measures, monitor results, and help LSJA to evaluate the effectiveness of the organization's fund development program.
- Prioritize opportunities to attract, retain and motivate donors and fundraising volunteers.
- Assist with developing and managing collateral for giving campaigns.
- Maintain confidentiality of donor, stakeholder, and client information at all times.
- Perform other duties as assigned.

QUALIFICATIONS:

- Minimum five years of experience in developing and implementing fundraising strategies resulting in major gifts.
- CFRE certified preferred.
- Results driven fundraiser with a measurable track record in raising multiple major gifts, preferably from public and private sources - with results also in general operating/unrestricted and special programs.
- Preferred experience securing major gifts from Texas foundations and institutions, especially private foundations in the Greater Houston, Dallas, and Austin areas.
- Experience managing priorities effectively in a deadline intense and dynamic environment; handle multiple priorities while maintaining high quality work product.
- Collaborative skills to garner the trust and confidence of staff, volunteers, donors and the LSJA board.
- Exceptional writing and communication skills.
- Experience with CRM platforms.

THE BENEFITS:

Base Salary Range: \$65,000 - \$78,000.

Benefits include 100% employer paid health insurance, dental insurance, life insurance, and short-term disability protection.

Is this going to be an easy job? No. But, it is our belief that anything really great is worth working for, and that our greatest growth comes from our biggest challenges. You will be challenged. You will have fun. You will be compensated. And you will help our clients.

If you have gotten this far and are thinking about applying, it means that you are ready for a challenge and want to be part of a team that helps people and rewards good work.

HOW TO APPLY:

To apply please send a letter of interest and a resume to Executive Director, Elizabeth A. Henneke, ehenneke@lsja.org. In the Subject line, type your last name in all caps – one adjective to describe you – Staff Attorney. (Ex. HENNEKE-gregarious-Development Associate)

In your cover letter, answer the following questions: (1) What does justice reform mean to you? You should be detailed in your response, but don't go over two paragraphs. (2) Why do you think you would be a good fit for this nonprofit. (3) Finally, what is your favorite children's book and why?

Thank you for taking the time to read this entire ad, if you decide to apply and follow instructions, we look forward to following up with you.

Applications will be considered on a rolling basis but must be received no later than December 31, 2022. LSJA has a strong commitment to diversity and especially encourages people historically underrepresented in the practice of law and development to apply.

We're an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.