



## **Development Leader**

Sorrell is proud to partner with the Center for Pursuit in its search for a new Development Leader. The Center for Pursuit, (“The Center”) promotes the pursuit of choice, growth, and independence for adults with intellectual and developmental disabilities (I/DD). It does this by offering a broad range of residential, vocational, and day services to support its clients and the greater Houston community. The Center plays a leadership role in the provision of services to adults with disabilities through quality programs driven by the needs of its clients, their families, and the community. The Center’s vision is to transform the lives of individuals with intellectual and developmental disabilities and be the premier provider of person-centered services to the I/DD community in Houston and beyond.

For more information, please visit <https://thecenterforpursuit.org/>.

### **Position Overview**

The Center seeks an innovative and dynamic Development Leader to set the strategic direction, provide day-to-day oversight, and manage all fundraising operations. This position develops and implements long-term and annual fundraising plans that include major gifts, grant solicitations, in-kind resources, special events, annual campaigns, planned giving, and community partner events. Reporting to the President and CEO, the Development Leader supervises the development department and works closely with the President and CEO, senior executives, and the Board in all fundraising activities.

### **The Ideal Candidate**

The ideal candidate has extensive skills leading a fundraising operation and proven experience in creating and leading fundraising strategies, campaigns and initiatives and facilitating leadership gift conversations with individual, corporate and/or foundation donors at a local, regional and national level. An energetic self-starter, this individual is both visionary and execution-oriented, thriving on setting and achieving ambitious goals. This individual genuinely loves fundraising and moves management and sees this work as a true “calling” -- pairing people with means with opportunities they care about. He/she has a mindset of strategic philanthropy and relishes deeply knowing The Center’s work and effectively building upon its impact to create compelling proposals for partnership.

The ideal candidate will focus on making thoughtful and strategic connections and fostering nuanced relationships that will grow and deepen over time. This individual will proactively build strong relationships with the Board of Directors, leading the efforts to expand support from existing resource partners and cultivating and engaging new supporters. The ideal candidate will have deep connections throughout Greater Houston and will have a keen understanding of the local philanthropic landscape, while possessing a broader outlook to foster strategic relationships and hone best practices from across the country. This individual will be adept at setting a comprehensive fund development strategy, building and effectively leading a team, personally "making the ask" and leveraging the Board, the President and CEO, and other senior leaders when appropriate. The Center expects this individual to be

genuinely excited about helping to build the profile of the organization and cultivate the relationships that are necessary to ensure that it will be the first stop for people who want to make an impact in the I/DD community, and hopefully where they will invest.

### **Primary Responsibilities**

- Develop, implement, and collaborate on the strategic direction and annual fundraising plan for individual donors, corporations, foundations, and event fundraising that increases unrestricted funding for operational sustainability.
- Be open to both traditional and new fundraising methods and sources, staying current on trends and technology in development and philanthropy.
- Formulate, achieve, and surpass short and long-term goals for annual organizational fundraising through a solid and creative development plan.
- Develop and implement fundraising strategies to diversify funder base and engage new donors and volunteer leaders.
- Cultivate relationships with local foundation leadership and develop major fundraising grant proposals.
- Develop and maintain a budget. Communicate actual and expected variances monthly to The Center's President and CEO.
- Establish performance measures, monitor results, and help Center Leadership to evaluate the effectiveness of the organization's fund development program.
- Prioritize opportunities to attract, retain and motivate donors and fundraising volunteers.
- Serve as lead staff for the development, promotion, and execution of all special events.
- Develop a budget for each special event with a plan to meet the agreed upon minimum ROI.
- Develop and enhance community partnerships between The Center and the Greater Houston philanthropic, I/DD and Greater East End communities.
- Manage the frontline fundraising team to successfully meet established goals, including major gifts, planned gifts, special events, and annual giving.
- Partner with the finance team and other key stakeholders to ensure collaboration of fund development plans, annual budgets, and progress towards achieving fund development goals.
- Develop an environment that motivates staff and provides regular and ongoing opportunities for all staff to communicate, give feedback, and develop knowledge on program operations.
- Develop an environment that enhances teamwork between you and The Center's Executive team.
- Evaluate the development department structure and team, plan for continual improvement of the efficiency and effectiveness of the group as well as provide individuals with professional and personal growth with emphasis on opportunities, when possible.
- Performs other duties assigned to execute The Center's mission.

### **Qualifications and Key Attributes**

- Bachelor's degree and minimum seven years of experience in developing and implementing fundraising strategies resulting in major gifts.
- Minimum three years of managerial experience in fundraising.

- Results driven fundraiser with a measurable track record in raising multiple major gifts, preferably in capital, health, education, or workforce development – with results also in general operating/unrestricted, endowment, and special projects.
- Credibility, capability and interest to work with sophisticated, professional grantmakers.
- Preferred experience securing major gifts from Texas foundations, especially private foundations in the Greater Houston Area.
- Experience managing priorities effectively in a deadline intense and dynamic environment; handle multiple priorities while maintaining the highest value of work product.
- Proven track record of leading people and processes within complex organizations, including coaching and motivating teams to successfully reach and/or exceed fundraising goals.
- Collaborative skills to garner the trust and confidence of staff, volunteers, donors and the Board of Directors.
- Exceptional judgment, strong initiative, and the ability to think strategically and analytically to move from vision to action and influence others towards outcomes.
- Personal drive and high motivation with the ability to manage a significant volume of diverse tasks, activities and projects efficiently and effectively.
- A problem-solving orientation – can break down problems, define pathways forward, and invest others in a solution.
- Exceptional verbal and written communication skills, including the ability to write and present fundraising materials to a diverse set of audiences.
- Proficient with MS Office, CRM systems, and pipeline management/planning tools.

### **Compensation and Benefits**

The Center offers a competitive salary commensurate with experience and an attractive benefits package.

### **Application and Referral Process**

Applicant review is currently underway and will continue until the right candidate has been selected. To nominate or be considered for this position, please contact Priscilla Plumb at [priscilla@sorrellco.com](mailto:priscilla@sorrellco.com) / 281-224-0881, Laura Sorrell at [laura@sorrellco.com](mailto:laura@sorrellco.com) / 713-854-5351, or Stacie Gaff at [stacie@sorrellco.com](mailto:stacie@sorrellco.com) / 832-594-1925. All inquiries will be held in confidence.

### **About Sorrell**

Sorrell is a highly relational provider of executive recruiting. Our mission is to serve as partners with our clients to accelerate their efforts to attract, hire, and retain talent that impacts the future of the organization. For more information, call 713.840.1870.