



Position: Director of Development

Reports to: Senior Director of Operations
Location: Evansville, IN
FTE Status: Full-time exempt, benefits available

ABOUT JUNIOR ACHIEVEMENT OF SOUTHWESTERN INDIANA (JASWIN)

We are passionate people who seek to inspire and prepare young people to have the skillset and mindset to live choice-filled lives and build thriving communities. By authentically integrating real-world connectivity with experiential learning in academics, we are enabling young people to acquire and demonstrate the competencies needed to be financially capable, career and post-secondary ready, and entrepreneurially minded.

JASWIN supports operations in 15 counties throughout Southwestern Indiana and Southeastern Illinois. Along with being an equal opportunity employer, JASWIN offers a collaborative environment. We are committed to hiring a diverse and multicultural staff and encourage applicants from under-represented backgrounds.

Position Concept: JASWIN seeks candidates who are passionate in their work, committed to excellence, have a high level of integrity, value relationships, and believe in the power of collaboration. The Director of Development (Director) serves as a key leadership team member and an active participant in making strategic decisions affecting Junior Achievement of Southwestern Indiana. The Director is responsible for developing and implementing a comprehensive funds development plan; analyzing and presenting funds development analytics to drive results; and cultivating and stewarding corporate and individual investors to grow our base of support to meet annual objectives.

The Director will expand and diversify JASWIN's investor base/pipeline and work closely with other team members to secure funding for new initiatives and effectively strengthen the organization's overall fundraising capacity. The Director will work closely with the board of directors and support board members in their fundraising role.

PRIMARY DUTIES AND RESPONSIBILITIES:

- Establish and execute a comprehensive development and stewardship program including annual fund appeals, major gifts, direct mail appeals, planned giving, capital campaigns, federal, state, local, foundation and corporate grants and special events.
- Work in collaboration with the President and CEO, Sr. Director of Operations, and other organizational leaders.
- Oversee the process to research, cultivate, prepare, and submit effective grant proposals to maximize the opportunities for JASWIN to receive grant funding.
- Collaborate with JASWIN Leadership and the Funds Development Committee of the Board of Directors to engage Board members in effective fundraising activities.
- Oversee development initiatives to assure achievement of annual plan, budgetary objectives and efficient use of financial resources related to development activities.
- Serve as project owner for high complexity department, cross-functional or multi-location projects and improvement initiatives. Set project direction including project scope, timeline, and resources. Accountable for making decisions and project success. Manages change through effective planning, communication, and coaching. Builds and participates in leadership coalition supporting and implementing organizational change.
- Oversee research funding sources and trends, with foresight, to help position JASWIN ahead of major funding changes or trends
- Monitor all donor information; provide and present statistical analysis to board and senior leaders
- Identify, lead, develop, and mentor the development team
- Collaborate with Communications Team to develop digital and print fundraising strategy
- Other duties as assigned

QUALIFICATIONS/REQUIREMENTS:

- Bachelor's degree or relevant work experience required, plus minimum of 5 years fundraising or sales experience
- Proven relationship builder with business development and persuasion skills
- Proven history of successful development or fundraising abilities; proven experience in meeting deadlines and exceeding goals
- Experience with major gifts and capital campaigns preferred
- Proven staff development and management skills

- Proficient and experienced in Microsoft Office and fundraising database platforms
- Proficient in data analytics
- Ability to travel, work weekends, and evenings; valid driver's license

SKILLS:

- Strong interpersonal and oral/written communication skills emphasizing public speaking, persuasive communication, effective listening, and ability to listen and translate concepts into language that connects with specific constituents.
- Exceptional customer service relationship mindset and ability to meet people and build rapport easily and make connections
- Self-motivated team player, with a high level of energy, strong work ethic, sense of humor, and eager to win
- Ability to organize many tasks at once with great attention to detail and ability to maintain confidential information
- Strong business acumen and organization skills with ability to set and achieve goals and benchmarks independently, intolerant of mediocrity
- Strong problem-solving and reasoning skills, resourceful under pressure, and the courage to make tough decisions
- Expertise juggling competing demands, managing limited time, and having adaptability in fast-paced environment
- Eager to pursue new partnerships to facilitate community impact

BEHAVIORAL COMPETENCIES:

- At JASWIN, we consistently exemplify to each other and to all stakeholders the following interdependent values and associated behaviors. The bedrock for the successful achievement of the JA mission on an ever-increasing basis is a commitment to safeguarding a sound behavioral culture that unleashes our best ideas for the benefit of all stakeholders and the community at large.
- We act with trust, integrity, accountability, and honor in every interaction with each other and our stakeholders no matter the circumstance or situation.
- We operate with a growth mindset and are role models of the sound economic principles we impart to students. We believe every transaction with every stakeholder holds within it the possibility that through our programs one more student has the opportunity for greater economic success and one more teacher has an effective set of tools to launch a student's future.
- We are responsible, independent thinkers while realizing the synergies of teamwork create a multiplying effect of sound ideas. We practice collaboration. We solve challenges in a rational, facts-based manner. We come to any decision-making or problem-solving table prepared to genuinely participate. We invite an understanding of each other's perspectives and work through our differences with the goal of doing what is in the best interest of our organization as opposed to any one individual or group.
- We enjoy open, candid, and non-malicious discussions to increase the quality of work efforts, stimulate creativity and efficiencies and respect the human spirit. Gossip, negativity, breaches of trust, blaming, fault-finding, or making excuses erode our culture and are not tolerated for any reason because these behaviors diminish the organization and our collective well-being. We practice critique as opposed to criticism. We critique at the beginning, during, and at the end of any process, event or planning session. We actively seek suggestions for continuous improvement.
- Each staff member strives and achieves professional development by working to grow in skill, knowledge, and maturity. We have a responsibility to pursue development in order to effectively serve all stakeholders.
- Attitude is everything at Junior Achievement of Southwestern Indiana. Believing in the best in ourselves and others is an inherent part of who we are and is a crucial part of our mission. We positively influence our work environment, both internally and externally. "It is not in my job description," does not exist at our organization. As team members, there is no task we are unwilling to do.

PHYSICAL REQUIREMENTS: The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to: sit, walk, occasionally required to reach with hands and arms, continually required to talk or hear, occasionally required to bend, lift, or climb, frequently required to lift and carry light weights (25-50 pounds), and specific vision abilities include: close vision, distance vision, and ability to adjust or focus.

BACKGROUND CHECK: This position is subject to the successful completion of a background check/verification of educational credentials contained in resume. This position description in no way states or implies that these are the only duties to be performed by the employee occupying this position. This document does not create an employment contract implied or otherwise, other than an "at-will" relationship. JASWIN is an equal opportunity employer. We do not discriminate on the basis of race, gender, handicap, age, religion, sexual orientation, or national or ethnic origin.

About the Organization:

The mission of Junior Achievement is to empower young people to own their economic success through financial literacy, workforce readiness and entrepreneurship education. We envision a world in which young people have the skillset and mindset to live choice-filled lives and build thriving communities. By showing students how money, careers and business ownership work through proven programs and the help and mentorship of volunteer role models from the community, Junior Achievement is empowering these students to have a belief in themselves supported by a foundation in these real-world life skills. Junior Achievement of Southwestern Indiana is an affiliate of JA USA, one of six regional operating centers (ROCs) of the JA Worldwide network of more than 100 countries around the globe. In 2022, JA Worldwide was nominated for the Nobel Peace Prize for our work that serves as a conduit for peace and prosperity.

APPLICATION PROCESS: Please submit the following items to michael.galvin@ja.org