



Chief Development Officer

Recruiting by Brittny Wilson Consulting on behalf of Mile High Youth Corps

Mile High Youth Corps helps youth make a difference in themselves and in their communities through meaningful service opportunities and educational experiences.

Position Overview: Mile High Youth Corps (MHYC) is a Colorado-based 501(c)(3) organization powered by a network of young adults, ages 18-24, who are justice-focused, committed to creating sustainable communities and pursuing a meaningful path to career success. As a leader in positive youth development, workforce development and community-based service, our Youth Corps completes conservation, construction and healthcare projects. MHYC offers a leading compensation package including generous paid time off; 17 paid holidays per year (minimum); comprehensive insurance coverage including health, dental, vision and life; mental health and wellness support; professional development; hybrid work options; and a modified work schedule of 72 hours over 2 weeks (ex. one Friday every 2 weeks off).

The Chief Development Officer serves as a dynamic and strategic leader, with demonstrated expertise in designing and implementing comprehensive fundraising strategies and impactful communication plans. This position will provide strategic leadership to diversify, strengthen, and grow MHYC's support with a focus on identifying, stewarding, and soliciting corporate, foundation, and individual major gifts, as well as creating clear and engaging content to inspire and connect with donors, supporters, and prospective contributors.

The Chief Development Officer is responsible for cultivating and leading a high-performing team while fostering a culture of philanthropy throughout the organization, furthering its mission. The ideal candidate will be committed to our mission and values, possess interpersonal skills, the ability to work with a wide range of internal and external stakeholders, handle confidential matters with discretion and drive sustaining growth in revenue.

Reports to: Chief Executive Officer

Hours & Compensation

This is a full-time, 72 hours over 2 weeks, exempt position with a starting pay rate of \$85,000-\$105,000/year depending on experience. Paid time off accrual begins immediately upon hire. Medical, dental, vision and life benefits are available on the 1st of the month after working 30 days. Hybrid scheduling with up to 40% work-from-home / remote. Some evening and weekend hours will be required for Corps-related functions. This position requires occasional travel to Colorado Springs offices. Work hours will vary; schedule will be arranged with the supervisor upon hire.

The position will be posted until January 24, 2025

Areas of Responsibility

Fundraising

- Develop an extensive annual fundraising plan, inclusive of short and long term strategies and goals..
- Cultivate, solicit and steward major corporate, foundation, and individual donors with a long-term relationship management approach to improve engagement.



- Support and train staff, volunteers, and board members to be effective ambassadors of the organization.
- Manage the production of MHYC's signature fundraising event, Building Futures.
- Provide leadership and direction as the staff liaison for the Board's Development Committee.
- Execute individual digital and print giving campaigns throughout the year.
- Track the Board of Director's annual goals as they relate to fundraising and increased brand awareness.
- Manage Salesforce to effectively track all donations and contributions; analyze and develop reports, ensure accurate record keeping and data entry to track and monitor all phases of the development plan.

Marketing

- Proactively create and amplify a positive public image, brand, and reputation for the organization.
- Provide strategic direction and management support to the creation and execution of an effective organizational marketing and communications plan in order to advance development priorities and other organizational goals and objectives.
- Serve as a thought leader on how to advance MHYCs strategic priorities and engage audiences by delivering clear and compelling content to donors, supporters, and potential supporters with a focus on belonging.
- Maintain web strategy and support website updates.
- Work with vendors and staff to ensure branding and marketing is consistent for all outward facing communications of the agency.
- Use data to drive decisions for marketing strategies including Corpsmember recruitment and donor engagement.
- Work closely with the Development Coordinator and program staff to capture Corpsmembers stories and images to help reinforce the Corpsmember experience.
- Direct content creation and production of annual video PSA.
- Oversee social media content creation and implementation.

Supervision & Staff Development

- Hire, orient and supervise the Grants Manager and Youth and Community Engagement Manager positions.
- Provide effective ongoing feedback, coaching and annual reviews.
- Build a culture of fundraising across all departments to encourage collaboration and communication.

Organizational Leadership

- Serve as an active member of the leadership team.
- Promote a positive Corps culture, build relationships across the organization, initiate organizational improvements when appropriate, and promote agency mission in all activities.
- Work with internal stakeholders to prepare and manage relevant areas of the organization and departmental budget.
- Support the diversity, equity and inclusion efforts of the organization.
- Promote agency mission and values in all activities.
- Attend and participate in staff and community meetings and retreats.



- Other duties as assigned.

Mile High Youth Corps is committed to hiring candidates with unique backgrounds and perspectives. If you are interested in this position but are concerned that you do not meet all of the requirements or possess all of the necessary skills, or that prior convictions or your background might disqualify you, we encourage you to submit an application anyway.

Qualifications

Education: Bachelor of Arts or Science in a relevant field required.

Experience: 5+ years of experience in fundraising; at least 3 years of leadership managing, mentoring, and building a team of fundraisers.

Who You Are:

- You are a purpose driven professional inspired by the transformative power of youth development.
- You're a goal-crushing strategist who loves turning big ideas into even bigger wins.
- You come alive when using connection, communication and collaboration to inspire action with diverse stakeholders.
- Your leadership thrives on the power of listening and learning every step of the way.
- You effortlessly foster a sense of belonging and community, with an emphasis on inclusivity.

Requirements:

- Desire to further Mile High Youth Corps' mission, vision and values.
- Commitment to advancing MHYC's strategic diversity, equity and inclusion goals.
- Track record of creating strategic fundraising plans that meet and exceed targets.
- Experience in soliciting corporate, foundation, and individual major gifts.
- Experience formulating communications strategies and implementation plans Experience in working with staff leadership, board members, program staff, and donors to make connections with donors and prospects.
- Proven financial management and analytical skills, planning and managing budgets.
- Works independently, prioritizes workloads and tasks effectively, and meets deadlines.
- Proven experience working with people from diverse backgrounds.
- Working knowledge of Salesforce.
- Knowledge of tools that support communication across multiple platforms including Hootsuite, Wordpress and best practices in social media.
- Knowledge of Colorado funders and their priorities.
- Ability to legally work in the United States, which will be verified through the federal E-verify system.
- Pre-service background check required, which includes fingerprinting.
- Must meet MHYC driver eligibility requirements (at least 21 years old and possess a valid driver's license with insurable motor vehicle record).



To Apply:

The application process for this position is being managed by Brittny Wilson Consulting, a trusted recruitment partner. Qualified candidates are asked to provide a resume and cover letter summarizing interest in the position including pertinent personal and/or professional experience. *In the absence of specific work-related experience, applicants are encouraged to describe personal experience that pertains to position requirements in the cover letter.* **To apply, applicants are encouraged to upload their documents here: <https://bit.ly/MHYCCDOApplication>.** If you have questions about the position, please email: recruiting@brittnywilson.com **The position will be posted until January 24, 2025**

Mile High Youth Corps is committed to diversity in principle and practice, both in the community at large and within the organization. We are, therefore, committed to having our internal operations and employment practices administered on a non-discriminating basis inclusive of, but not limited to, race, color, hairstyle (hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race), sex (including pregnancy, childbirth or related medical conditions, and breast feeding) or gender, age, religion (including, but not limited to, religious dress and grooming practices), pregnancy, color, creed, citizenship, national origin or ancestry, ethnicity, mental or physical disability, medical condition, veteran status, military or veteran status, family care or leave status, familial status, marital status, sexual orientation, sexual and reproductive health decisions, gender identity, genetic information or any other characteristic protected by law or any other consideration made unlawful by federal, state or local laws (together, these are referred to as "Protected Characteristics"), including Title VI of the Civil Rights Act of 1964, as amended. Every effort shall be made to grant reasonable accommodation for qualified people with disabilities to participate in this AmeriCorps program.

More information can be found at www.milehighyouthcorps.org