



## ***Donor Development Lead***

We currently have an exciting opportunity for an experienced nonprofit Development and Marketing professional to manage the agency's donor relationships, with the goal of expanding STAND!'s donor portfolio and increasing donor giving levels.

The Donor Development Lead is self-motivated, goal-oriented, possesses broad knowledge of the principles of fundraising, and can drive all aspects of the gift cycle. In this part time, (4-day workweek) exempt level role they are responsible for initiating contact with potential donors; working in collaboration with board members, volunteers, and senior staff to develop appropriate cultivation strategies; moving potential donors toward closure; making solicitations when appropriate; and maintaining excellent stewardship of donors.

The Lead also partners with senior staff to coordinate fund-raising and friend-raising events, including events to mark and celebrate the agency's 50<sup>th</sup> anniversary, happening in 2027.

### **Essential duties include:**

1. Assist with the development and implementation of STAND!'s strategy for donor acquisition and donor development, aimed at increasing income from existing donors and bringing on new revenue streams.
2. Assist with the implementation of STAND!'s Marketing and Communications Plan with the goal of generating income through direct marketing, community activities and major gifts; with a specific emphasis on regular giving.
3. Implement an integrated approach to securing and planning for major gifts and ensure that existing donors are upgraded where appropriate to major giving levels.
4. Robustly use reporting and analysis systems and communication tools that support accurate data management and excellent standards of donor care.
5. Network, meet with donors face to face, develop, implement, and participate in events that raise the profile of STAND! and promote donor participation.
6. Assist with developing and communicating messages that motivate giving among individual donors, the corporate/business community, and the media, through the creation of regular communications, both digital and print.
7. Represent STAND! in public venues including community, corporate, political, and donor environments.
8. Assist with the creation, development and support of events (donors, funders etc.)
9. Support agency's social media efforts.
10. Support donors of needed in-kind items.

### **About STAND!**

STAND! is a community-based, intervention-focused nonprofit with deep roots and strong partnerships in Contra Costa County. Our innovative and life-changing programs include a 24/7 crisis and counseling telephone line with a differentiated response for high-risk (lethality) clients; emergency shelter, transitional housing, and permanent housing services; trauma-informed children's program; community-based advocacy and case management services, and peer counseling.

Our work is guided by our values of belonging, innovation, integrity, safety, and sustainability. We seek candidates who can embrace these values and want to create and participate in a culture of interpersonal kindness and accountability, with respect for the contribution of everyone who joins us in this work.

STAND! strives to balance flexible working principles with relationship building and collegiality. After a period of learning and acculturation, this role may be eligible for partial remote working.

### **Required Qualifications:**

- Three to five years' experience in a fundraising or business development role with a proven track record of achieving and surpassing targets.
- Able to demonstrate a strategic approach to project planning, and to initiate, analyze, monitor, evaluate and advance plans.
- Demonstrated experience of donor development (or customer relationship management) and donor care.
- Experience of working collaboratively within a fast-moving team.
- Experience working across teams, disciplines, and functions.
- Understanding of basic financial record-keeping principles.
- Demonstrated understanding of the principles of direct marketing.
- Ease with technology: Teams, Outlook, Word, Excel, etc., and considerable experience of working with databases; Givebutter experience preferred.
- Demonstrated experience working with project budgets.
- Knowledge of current and emerging marketing trends and best practices, including digital platforms.
- Excellent oral and written communication skills.
- Ability to articulate a compelling case for philanthropic support of STAND! in a complex internal and external fundraising environment.
- Strong interpersonal skills and the proven ability to collaborate, build team spirit, and achieve results within a diverse population that may encompass competing interests, opinions, and/or expectations.

### **Other Requirements**

- Ability to work with people of all backgrounds.
- Reliable vehicle, valid California driver's license, proof of insurance, and acceptable driving record (MVR will be run prior to hire and periodically thereafter)
- Employment contingent upon acceptable fingerprint and criminal history check; and successful completion of U.S. Department of Justice Form I9
- Continued employment is contingent upon successful completion of the agency's mission-related required training.

### **We offer:**

- The opportunity to make a difference in our community, and in the lives of the families we serve.
- Competitive salary between \$68,000 and \$70,300 (reflects 4-day work schedule), DOE.
- Eligible for our generous benefits package which includes Kaiser medical plus dental, vision, life and AD&D insurance (plans with monthly premiums fully paid by STAND! are available). A 403(b) retirement plan is available (limited employer match after one year's service). Eligible to accrue vacation, sick leave, and holidays pro rata.

### **To apply:**

**Current STAND! employees** who are interested and meet the required qualifications should apply by emailing a **cover letter, resume, and completed Internal Transfer/Promotion form** to: [resume@standffov.org](mailto:resume@standffov.org) by 5pm, Monday September 14<sup>th</sup>.

**External applicants** should send a resume, cover letter describing why they are interested in this position and how their qualifications align with the above requirements, and the names of three supervisory references to: [resume@standffov.org](mailto:resume@standffov.org). References will not be contacted without your permission.

*STAND!'s facilities are on the traditional, ancestral, and unceded territories of the Bay Miwok people and we acknowledge that the agency benefits from the land they long stewarded.*

*We are an Equal Opportunity Employer committed to staff diversity. We welcome applications from qualified people of all backgrounds. All qualified applicants will receive consideration for employment without regard to protected characteristics including disability and protected veteran status.*

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