



## Development Director

### Position Summary

The Development Director is responsible for executing and ensuring accountability of National Capital Area Council's (NCAC) major giving strategy to create significant and impactful financial investments that advance the organization's mission. The Development Director will manage a portfolio of prospects, build relationships between donors and NCAC, track metrics and report progress, and ultimately solicit donors for annual and/or multi-year major gifts.

### Essential Objectives

- Serve as lead and key contributor in soliciting and closing major gifts up to the five- and six-figure levels
- Initially seek to raise \$500,000 annually and quickly growing to \$1M+ each year
- Successfully engage with high-net-worth donors, while upholding the values of Scouting including confidence, trust, sensitivity, discretion, and professionalism
- Uphold an industry standard moves management system that ensures individual and team accountability and performance and build an increasing base of major and leadership gift prospect and donors
- Continue to build on the longstanding success of NCAC's development program

### Responsibilities

- Build, qualify, cultivate, and solicit an emerging and evolving portfolio of 75-100 current and new donors and prospects capable of making annual gifts of \$5,000+ and major gifts of \$10,000+
- In close coordination with the Chief Development Officer, plan, develop, and implement a targeted, integrated cultivation strategy for the assigned portfolio that builds a pipeline for strategic gifts, primarily from new high-net-worth donors and prospects
- Act as principal donor strategist for each prospect in the portfolio with specific responsibility to develop a written donor strategy and relationship record of all interactions
- Provide complete and accurate activity reports and moves management on a regular basis that include detailed call reports, revenue forecasts, data analytics, and other accomplishments
- Create compelling narratives and collateral materials that form the basis of fulfillment items, proposals, and reporting to donors
- Provide strategic leadership for delivering fundraising results for special projects (ex: Scouting CARES, Financial Assistance, Scouting for Food, &c.)
- Collaborate and engage the program team in donor cultivation and stewardship to bring the philanthropic potential of Scouting's work to donors
- Assist in setting and meeting annual revenue goals for major gift prospects with

the Chief Development Officer

- Develop and maintain positive, collaborative working relationships with NCAC's leadership, team, and volunteers
- Attend program and fundraising activities as needed, including evenings and weekends

**Qualifications:**

- A genuine and enthusiastic commitment to the vision and values of the National Capital Area Council
- A minimum of five years of sophisticated major gifts experience, with a proven track record of closing five- and six-figure gifts in a complex environment. Prior experience in campaigns would be an advantage
- Proven achievement in building effective, long-term relationships with new and prospective donors, in addition to success in retaining and seamlessly upgrading existing donors
- Ability to be successful in deadline-oriented settings, both individually and as a collaborative team-player
- Strong interpersonal, written, and verbal communications skills, including comfort dealing with high-net-worth individuals
- Deep interest in understanding a range of diverse cultural differences and the ability to work effectively with people from a range of diverse cultural differences and the ability to work effectively with people from a range of social, ethnic, and cultural backgrounds
- Experience with prospect and donor management systems, including Blackbaud products
- Ability to travel regularly in the greater Washington DC region as appropriate

**Education:**

- Bachelor's degree from an accredited university or college is required

Job Type: Full-time

Pay: \$95,000.00 - \$98,000.00 per year

**Benefits:**

- 403(b)
- 403(b) matching
- Dental insurance
- Employee assistance program
- Employee discount
- Health insurance
- Paid time off
- Vision insurance

Work Location: Hybrid remote in Bethesda, MD 20814