



**Background:**

Boys to Men Tucson (BTMT) aims to break intergenerational cycles of violence by organizing the men in our community to wholly show up for all boys. We know that when men and boys practice vulnerability with each other, our entire community emerges stronger. BTMT has experienced tremendous growth over the past four years, expanding our services to 20 schools/community groups across Pima County. We are ready to significantly expand our programming across Pima County and neighboring regions, and are seeking our first ever Director of Development to help make this happen!

**Position Summary:**

Reporting to the Executive Director, the Director of Development will create and execute a comprehensive fund development plan that will provide approximately 70% of BTMT's proposed budget. The Development Director will build on existing fundraising strategies while implementing new ones with the goal of increasing annual fundraising to meet an expanding organizational budget. They will be a member of Boys to Men Tucson's Leadership Team which collaborates on the strategic decisions of the organization.

**Reports to:** Executive Director, Boys to Men Tucson

**Job Status:** Full Time

**Salary Range:** \$55K-70K plus a benefits package that includes Paid Time Off and health/dental/vision insurance.

**Primary Responsibilities:**

- Create and implement comprehensive fund development plan
- Manage all aspects of Boys to Men Tucson's fundraising strategies, including major gifts, foundation and corporate giving, annual giving, planned giving, and special events
- Coordinate with the Executive Director and Director of Operations in developing the annual operating budget; responsible for managing the Development Department's budget
- Coordinate with the Grant Writing staff to pursue grant opportunities that support the overall fund development plan
- Partner with marketing operation to oversee the production of traditional and digital fund development communication across a broad array of channels to promote organizational impact and encourage financial support
- Represent Boys to Men Tucson in the community, serving as an ambassador at mission-related events, conferences, and meetings
- Oversee, coordinate and develop annual fundraising events, including Annual Charity Golf Tournament
- Bring progressive thinking and understanding of development trends and best practices in fundraising, and share with staff

**Qualifications:**

This is an outstanding opportunity to play a critical role in promoting gender and racial equity in Tucson through its fund development plan. Therefore, first and foremost, the Director of Development must be committed to Boys to Men's vision, mission and core values.

- At least five years of successful demonstrated nonprofit philanthropy experience or equivalent
- Direct experience in setting and implementing prospect/donor stewardship, cultivation, and solicitation strategies
- Proven major gift solicitation and success
- Proven track record in building a culture of philanthropy
- Significant strategic planning experience and the ability to influence leadership and mobilize stakeholders behind a vision and supporting plan



- Ability to successfully develop and build relationships and strategic alliances resulting in collaboration across the organization with volunteers, staff, and board members.
- Excellent written and verbal communications skills, including experience with traditional and digital formats
- Demonstrated ability to work in harmony at all levels, listen to and respect the viewpoints of others, and share recognition.
- Proven project planning, project management, and budgeting skills
- High level of integrity, diplomacy, maturity, and accountability
- Strong commitment to gender and racial justice, equity, diversity, access, and inclusion
- Proven ability to work independently and collaboratively
- Proficiency in Microsoft Office programs, Google Suite and donor database software
- Bilingual Spanish a plus

#### **Working Environment**

This role routinely uses standard office equipment such as computers and phones, as well as digital platforms including Zoom, Google Meet, and Google Drive. Additionally, Boys to Men Tucson staff work in an environment that is largely in-office, but flexible with at-home options.

Boys to Men Tucson is soliciting nominations and expressions of interest **immediately**. Nominations or applications must include *both* a current resume, and letter of interest.

Click [here](#) to apply.