



Director of Development

Founded in 2012, The COMMIT Foundation empowers service members, veterans, and their families through personalized programs, resources, and the support of our community to create purposeful and fulfilling transitions. COMMIT believes service members live a post-service life of purpose and build community when they discover their identity, their values and design a life in accordance. The COMMIT Foundation creates a caring and supportive environment that allows service members to pause, assess their goals, and gain clarity by providing personalized coaching, resources, and guidance as they take their next steps.

The COMMIT Foundation seeks to add a full-time Director of Development. The Director of Development will play a vital role in assisting in developing and executing fundraising strategies to support COMMIT's mission of delivering world-class services that will impact the lives of those we serve. This key position requires an innovative, seasoned fundraising professional with a passion for the military community, exceptional communication skills, and a proven track record of securing financial support from diverse sources. This position will report to COMMIT's Chief Strategy and Integration Officer (CSIO).

Responsibilities

- **Fundraising Strategy:** Work closely with the CSIO and CEO to refine, operationalize, and execute comprehensive fundraising strategies aligned with the organization's mission and long-term goals. Create annual fundraising plans based on the overall strategic plan, set targets and objectives, and regularly assess and adjust strategies. Provides direction regarding strategic planning in fundraising channels to event sponsorships.
- **Donor Cultivation:** Cultivate prospective donors through various engagement methods and tailored strategies to cultivate relationships.
- **Grant Management:** Oversee the grant application process, ensuring timely submissions and compliance with grant requirements. Collaborate with staff to identify potential grant opportunities and develop compelling proposals.
- **High Networth Individuals:** Conduct research and identify High Networth Individuals who have the capacity and potential desire to invest in The COMMIT Foundation through six-figure gifts.
- **Donor Stewardship:** Implement effective stewardship practices to recognize and appreciate donors for their contributions. Develop personalized acknowledgment strategies to foster long-term donor relationships.

- **Data Analysis:** Utilize data-driven insights to evaluate fundraising performance, identify trends, and recommend strategies for continuous improvement. Maintain accurate donor records and generate reports for leadership and stakeholders.
- **Budget Management:** Work closely with the development team to develop and manage the fundraising budget, ensuring efficient allocation of resources and adherence to financial guidelines.
- **Collaboration:** Collaborate with internal staff, including marketing & communications, alumni, and program teammates, to align fundraising efforts with organizational objectives and enhance brand awareness.
- **Compliance:** Stay current with relevant laws, regulations, registrations and ethical practices in fundraising, ensuring the organization's fundraising activities adhere to legal and industry standards.
- **Record Keeping:** Maintain Salesforce records for all donor/prospect interactions and relationships (such as contact reports, proposal data, and event attendance) and provide accurate and timely reports as requested.
- **Appropriately represent the organization, its Board of Directors, and staff to current and potential donors.**
- **Other duties as assigned**

Qualifications

- Progressive experience in fundraising.
- In-depth knowledge of fundraising principles, techniques, and best practices, focusing on individual giving, major gifts, and grant writing.
- Exceptional track record of leading, developing, and executing fundraising and business development initiatives in a complex, multi-disciplinary organization.
- Excellent written and verbal communication skills, including crafting compelling proposals, grant applications, and donor communications.
- Ability to build and maintain strong relationships with donors, stakeholders, and community partners.
- Experience in fundraising event planning and execution preferred.
- Proficiency in using fundraising software, CRM databases, and data analysis tools.
- Demonstrated strategic thinking and analytical abilities to develop and execute effective fundraising plans.
- Demonstrated ability to work effectively and collaboratively with colleagues in a fast-paced, dynamic, and distributed work environment.
- Demonstrated ability to maintain strict confidentiality, be the consummate professional, and consistently use good judgment.
- Demonstrated predisposition to the principles of good customer service, both internally and externally.

- Demonstrated ability to think about fundraising innovatively and evolve plans to meet and surpass objectives.

Preferred Qualifications

- Military and/or veteran experience
- Related experience in the nonprofit, public sector, or private sector.
- Bachelor's degree from an accredited institution in business administration, nonprofit management, marketing, or a related field. Master's degree is a plus.

Knowledge, Skills, and Abilities

- Demonstrated ability to manage multiple, varied tasks.
- Strong organizational, resource, and time management skills.
- Excellent attention to detail.
- Ability to organize a team of busy professionals to meet project deadlines.
- Ability to communicate effectively, written and orally.
- Ability to establish and maintain effective working relationships with employees at all levels throughout the organization and with prospective partners.
- Demonstrated commitment and leadership ability to advance diversity and inclusion.
- Possesses an entrepreneurial passion and vision.
- Strong administrative and process management skills.
- Working knowledge of product development, marketing, and customer service business processes.

Location: Remote

Compensation: Competitive salary commensurate with experience and qualifications, ranging from \$70,000 - \$80,000 annually

Benefits: Paid Time Off, Health Insurance, Matching IRA, Cell Phone Stipend

Apply: Please [click here](#) to apply

Equal Opportunity Employer

COMMIT is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. COMMIT strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy and sexual orientation), gender (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, or any other characteristic protected under applicable

federal, state, or local law. All COMMIT employees, other workers, and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.