



Chief Development Officer

Position Overview

Fight For Children's first Chief Development Officer (CDO) will be an essential member of the Senior Leadership Team (SLT) and will provide leadership, strategic direction, management, and coordination for all fundraising efforts at Fight For Children. The CDO will develop goals and execute strategies to promote and increase Fight For Children's support from individuals, corporations, foundations, and other sources.

Fight For Children (FFC) Overview

Fight For Children's mission is to help individuals, organizations, and communities harness the power of sports to improve the lives of underserved youth in the Washington, DC metropolitan region.

Through commitment to our youth and communities, we lead the charge on creating system-wide opportunities for young people to engage in positive youth development through sport, dance, play, and movement. At present, the youth sports ecosystem is not accessible or equitable, and FFC is imagining a new one. Together, with our coalition of nearly 40 sports-based youth development organizations, we are advancing a collective and transformative effort to collaboratively solve the biggest challenges to close the sport equity gap and accelerate positive youth development across the Washington Metropolitan Area.

This is a tremendous opportunity for the right candidate to increase FFC's ability to serve as a destination for funders and policymakers as well as a bridge for youth sports organizations seeking to provide life-changing experiences to young people. The CDO's contribution to FFC will ensure that all young people have equitable access to high-quality, impactful youth sports experiences regardless of their circumstances.

Essential Job Functions

The Chief Development Officer's responsibilities include:

Development Leadership and Management

- Prioritize donor cultivation, stewardship, and appreciation.
- Build and manage a portfolio of approximately 50 current and prospective institutional, corporate, and government funders. The CDO also serves as a front-line fundraiser of high-level individual supporters by creating, managing, and securing gifts from a portfolio of 150+ current and prospective mid and major individual donors.
- Establishes development strategies, including an annual plan, and administers and oversees the implementation of all fundraising efforts.
- Work closely with the SLT to optimize the identification, cultivation, and solicitation of individuals, corporations, and foundations.
- Work closely with community partners and businesses to increase the visibility of FFC.
- Provide detailed fundraising progress reports to the President and Board.

- Develop and maintain relationships on behalf of the organization, connecting others to the mission of FFC and educating the public to enhance fundraising efforts.
- Collaborate with other organizations within FFC’s coalition of nonprofit partners to leverage resources that benefit the sports-based youth development sector as a whole.

Communications and Grant Management

- Oversee production of all direct mail letters/emails, case statements, grants, brochures, and sponsorship proposals to facilitate donor engagement.
- Oversee the grant process ensuring accountability to funding entities.
- Ensure all internal and external fundraising communications are focused on quality, accuracy, and effectiveness.

Event Fundraising and Special Events

- Support the planning, coordination, and execution of the organization’s signature fundraising events, including the annual gala, to raise substantial funds and increase visibility for the organization.
- Develop and manage the event fundraising strategy, including setting clear goals for sponsorships, ticket sales, silent and live auctions, and other revenue-generating components.
- Cultivate relationships with event sponsors, ensuring they receive value and recognition for their support.
- Collaborate with the Board, host committees, and staff to ensure the success of the gala event, from pre-event planning to post-event follow-up and stewardship.
- Engage with major donors and prospective supporters at the event to build stronger relationships and secure future commitments.
- Track and report on event results, measure outcomes against goals and provide detailed analysis to the President and Board.
- Ensure the gala and other special events align with FFC’s overall fundraising strategy and mission.

Board Relations

- Participate in the orientation of new board members annually.
- Share the development plan with the Board including specifics on individual Board Members’ responsibilities and involvement.
- Work with and support the Board Fundraising Committee.

Community Engagement

- Actively seeks and maintains positive relationships with business partners, governmental entities, donors, and the community at large to increase knowledge of FFC and enhance partnerships.
- Supports new and ongoing community engagement events.

Skills and Experience Required

The following represents the knowledge, skills, and abilities needed to perform the essential functions of the job.

- Personal values aligned with organizational values: commitment, compassion, excellence, integrity, and respect.
- Committed and enthusiastic to the mission of Fight For Children.
- 5-10 years of proven experience managing a nonprofit fundraising program with a robust professional work history, showcasing increased work responsibilities throughout career progression.
- A successful track record of personally engaging and stewarding donors and sponsors.
- Experience working with a high-functioning team.
- Ability to work in a hands-on environment and “get the job done”.

- Must be willing to network in and build strong relationships within the FFC community.
 - Ability to gain the respect and support of various constituencies including Board and staff members, donors/funders, and civic leaders.
 - Demonstrated experience organizing and implementing fundraising activities for galas and special events.
 - Strong interpersonal communication and collaboration skills including empathy, patience, inclusivity, and active listening.
 - Strong written and verbal communication skills.
 - Committed to promoting a diverse, equitable, inclusive, and belonging culture.
 - Strong ability to be a self-starter with excellent prioritization and time management skills.
 - Proficient with Microsoft Office and experience working with CRMs (FFC uses Donor Perfect).
 - Knowledge of the Washington, DC landscape is a plus.
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Competitive Salary & Benefits

The salary range starts at \$135,000 and is negotiable based on related credentials and work experience. Benefit offerings include 100% paid health for employees, a 401K retirement plan with a discretionary match, flexible spending, educational stipend, and generous holiday and vacation allowance.

To Apply

To apply for the position of Chief Development Officer, please send a cover letter and resume to ffc.email@fightforchildren.org with "Chief Development Officer" in the subject line. For best consideration, please submit your information by February 28, 2025. The position will remain open until it is filled. We recognize the importance of confidentiality and that an expression of interest may be purely exploration.

Ideal candidates will be based in the Washington, DC area; however, strong candidates who are able to travel to DC regularly will also be considered. While it's not absolutely required for the position, it is a plus for candidates to have preexisting relationships with funders in the DC metropolitan area.

Our organization follows a hybrid work structure where employees can work remotely or from the office, as needed, based on the demands of specific tasks or personal work preferences. Working from the office will be required for certain Team Meetings that require a high degree of collaboration.

Fight For Children is an Equal Opportunity Employer that does not discriminate based on actual or perceived race, gender, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state, or local law.