

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

POSITION SPECIFICATION

VICE PRESIDENT OF DEVELOPMENT Techbridge Girls

Brakeley Search
formerly known as Leadership Search Partners,
is a search firm focused exclusively on the nonprofit sector.
As a division of Brakeley Briscoe, Inc. (BBI), Brakeley Search works with
local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director Stacey Konner, CDR, CPSP, CDSP
is leading this search assignment. Inquiries may be made, in confidence,
to Stacey Konner at skonner@brakeleysearch.com.

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TITLE: Vice President of Development
ORGANIZATION: Techbridge Girls (TBG)
LOCATION: Remote
REPORTS TO: Chief Executive Officer

TECHBRIDGE GIRLS MISSION

Techbridge Girls re-engineers the way Black, Indigenous, and girls* of color from marginalized communities experience STEM by catalyzing out-of-school time STEM educators and STEM professionals into equity educators and advocates through training and curricula that promote access, belonging and persistence.

*TBG serves Black, Indigenous, and all girls of color, which includes cis girls, trans youth, gender non-conforming, and/or non-binary youth who experience(d) girlhood and economic insecurity as a part of their journey.

ABOUT TECHBRIDGE GIRLS

Techbridge Girls is an award-winning national nonprofit organization bringing science, technology, engineering, and math (STEM) education to all girls across the US. For over 20 years, TBG has reengineered the way STEM education is taught, centering girls' brilliance and potential, with an emphasis on increasing STEM access, belonging, and persistence for BIPOC (Black, Indigenous, and people of color) youth from marginalized communities.

TBG believes that without BIPOC girls' experiences, values, interests, voices, and brilliance, we will never experience the full possibilities of what STEM can do for our world, and have set a goal to reach one million girls by 2030.

TBG takes a holistic approach towards engaging girls emotionally and intellectually, by equipping educators with gender and culturally responsive practices, engaging families to support their youths' persistence, and connecting role models to inspire and encourage, ensuring that girls leave the TBG program equipped to bring their brilliance and unique experiences to thrive in the STEM revolution. This approach continues to set TBG apart as a STEM equity leader.

With an annual organizational budget of over \$5 million and 25 employees, Techbridge Girls is in the midst of bold growth to increase its impact.

TBG COMMITMENT TO JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI)

"TBG's Intersectional Anti-Racist work aims to disrupt and challenge racism and gender bias in STEM fields and culture by igniting STEM interest and belonging in BIPOC girls and gender-expansive youth, who will one day change the STEM field and the world. We work toward systemic change with educators, challenging them to think of their work with youth and administrators as critical to creating more just educational systems.

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We recognize the truths and the challenges we face living in a racist, sexist, and capitalist culture and the necessity to develop innovative ways to break down these systemic barriers to create new pathways for girls' futures. We promote a workplace built on community, respect, empathy, and compassion that foster an environment where our team can have tough conversations to ensure we all are working together towards the same goal."

ABOUT THE OPPORTUNITY

Reporting to Techbridge Girls' Chief Executive Officer, Nikole Collins-Puri, the Vice President Development is expected to be a leader and key member of the executive team. This is a remote position leading a fully remote development team.

Key Responsibilities

- Create, lead, and execute a comprehensive multi-strategy development plan and budget
- Build and retain a collaborate development team that can work effectively across departments
- Identify, cultivate, build, and solidify relationships with new and established donors/funders
- Grow philanthropic revenue by using data to identify potential donors and move them up the giving ladder, by expanding major gifts and by implementing other fundraising initiatives or strategies
- Provide leadership, management, and mentoring to all development staff to reach goals and produce results
- Manage an active portfolio of major donors and prospects by creating and implementing personalized cultivation, stewardship plans, and gift requests for each donor within portfolio
- Manage institutional, foundation, and corporate funders, including writing or editing grant proposals and reports as needed
- Act as an external ambassador, possessing comfort and ability to speak in front of individuals and groups articulating the case for support
- Bring equity, anti-racism, racial and economic justice to approach and strategy of fundraising

This is an excellent opportunity for an accomplished professional who would like to join a collaborative team of leaders who value justice, equity, diversity, and inclusion and who wants to be part of an organization that is in the midst of exciting growth and transformation!

Professional Experience/Qualifications

Experience:

- Seasoned fundraising professional with proven ability to help create and achieve goals of a multi-strategy development plan and at least 5 years senior level experience and 4 years supervising staff
- Experience in building and expanding a development effort by making use of moves management, wealth screening, major gift solicitation, and other development tools

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- Demonstrated success in fundraising; experience with individuals, foundations, and corporations; track record of soliciting and closing six-figure gifts with experience in seven-figure gifts a plus
- Proven experience diversifying revenue streams (major donors or government preferred)
- Experience seeking opportunities for diverse revenue streams
- Track record of developing and maintaining productive, collaborative relations with funders
- Experience working in an organization that uses long-term planning and Key Performance Indicators or dashboards in the management of staff and operations
- Demonstrated experience overseeing complex or multiple projects through to success, including meeting financial goals and coordinating the work of key staff and volunteers
- Experience reporting to a board and/or board committees
- Demonstrated virtual relationship building
- Experience leading a remote team in a high-growth organization
- Experience collaborating ensuring alignment across departments within organization
- Experience with creating a mission-driven culture of accountability; enhanced workplace culture and justice, equity, diversity, and belonging values

Preferred:

- Experience fundraising in a national, distributed organization
- Experience leading the planning and execution of small- and large-scale fundraising events
- Track record of engaging and growing foundation giving
- Track record of engaging and growing corporate philanthropy opportunities
- Experience applying demographic analysis and wealth screening data to develop new fundraising strategies
- Experience fundraising in a national, distributed organization

Skills:

- Exceptional leadership skills, with a collaborative spirit and strong management skills; demonstrated ability to inspire and motivate staff, board, donors, and volunteers a must
- Strong strategic and implementation skills; ability to grasp the opportunities and challenges of the organization and the role
- Outstanding communicator; excellent speaking, writing, presentation, and interpersonal skills with experience collaborating in a high-growth and mission-driven environment
- Experience understanding databases and high comfort level analyzing and applying data to hone strategies and achieve goals
- Collaborative with senior management and seen as a partner with CEO
- Track record of growing abilities of staff and encouraging increased responsibilities, team building and retention, coaching and mentoring direct reports, and enhancing workplace culture

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Personal Characteristics:

- Passion and commitment for Techbridge Girls' mission
- Commitment to demonstrating DEIJ values and acknowledgment of privilege
- Comfort and ease in navigating change and the flexibility that is needed with growth
- Comfortable and confident having difficult conversations
- Strong emotional intelligence, especially in empathy, self-awareness, and active listening
- Outstanding interpersonal and communication skills
- Sense of humor
- Personable and enthusiastic, a relationship builder
- Works well under pressure; has comfort and easy navigating change
- Willingness to travel, as needed, to build relationships
- Tact, diplomacy, and discernment
- Compelling storyteller
- Ability to understand programs, tell the story and be a champion

COMPENSATION

A highly competitive compensation and benefits package will be made available to the qualified candidate. The starting salary range is \$135,000-\$145,000.

TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of Techbridge Girls. For immediate consideration, interested candidates should apply via email by sending a resume and cover letter as PDF or Word documents to Search Consultant Paola Ferrate at pferrate@brakeleysearch.com

TECHBRIDGE GIRLS EOE STATEMENT

Techbridge Girls is a social justice organization committed to creating a fair and equitable society for all girls to thrive and succeed in STEM no matter their background, race, ethnicity, socio-economic status, gender identity, and/or orientation. As a Black woman-led organization comprised of over 70% people of color, we are committed to creating an inclusive and diverse workplace where every staff member feels heard, supported, valued, and can share their authentic brilliance to move the Techbridge Girls mission forward. We are an equal opportunity employer, committed to addressing issues of racism and inequity internally and externally.

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