

Organization: Results for America
Role: Vice President, Development
Location: Washington, DC

Organization Overview

Results for America (RFA) is the leading, national nonprofit organization helping policymakers at all levels of government harness the power of evidence and data to solve the world's greatest challenges. Our mission is to make investing in what works the "new normal," so that, one day, all government leaders use rigorous evidence and quality data to inform important policy and funding decisions. We believe that data-driven and evidence-based policy decisions could significantly increase the impact of the over \$1 trillion that governments spend annually to advance economic mobility and racial equity.

Founded in 2012, RFA spent its first three years partnering with policy innovators to build the credibility of evidence-based policymaking, securing early and important wins in education, expanding its work to multiple levels of government and driving awareness and demand through carefully orchestrated education and communication campaigns. During its second phase (2015-2018), RFA worked to demonstrate the power of evidence-based policymaking in ways that resonate with an even broader universe of elected officials and policymakers. Now in its third phase of work, RFA intends to demonstrate that governments at all levels can make faster, more lasting progress in accelerating economic mobility for residents when they use evidence and data in decision-making.

Position Overview

Results for America (RFA) has developed an ambitious fundraising agenda to support its next phase of work. As part of the organization's new strategic plan, RFA is in the process of cultivating numerous multimillion-dollar opportunities in support of the RFA mission. Currently, RFA is working with some of the nation's largest and most innovative philanthropies; the organization is also looking to expand its donor base, diversify its funding streams, and build a sustainable model for the organization's long-term growth and success. As a member of the senior management team, the VP will also contribute to organization-wide efforts to communicate the impact of RFA's work.

The Vice President, Development will lead and manage all strategy, activity, and staff associated with RFA's fundraising work. Additionally, as a close partner to the CEO and as a senior leader in the organization generally, s/he will play an integral role in shaping and advocating for the organization's strategic priorities and long-term, sustainable growth plan.

Position Reporting Relationship

The Vice President, Development will report to the CEO & co-founder. The VP will also work closely with the COO & co-founder, the EVP / Chief Impact Officer, Vice President of Finance and Operations, the Vice President of Strategic Communications, and RFA's senior program leadership.

Position Responsibilities

Position responsibilities will fall into four (4) main buckets – strategic fundraising leadership, strategic fundraising, team development and management, and communications and impact. Specific duties will include, but not be restricted to, the following:

Strategic Fundraising Leadership (40%)

- Work with CEO, COO, and organization's senior program leaders to develop, implement, and manage an integrated and strategic annual and multi-year fundraising plan for RFA's next phase of work and longer-term, sustainable growth.
- Lead a comprehensive effort to build a robust pipeline of institutional donors, including by partnering with executive and senior leaders to build relationships with current and prospective donors.
- Partner with the CEO to determine and implement her annual and multi-year fundraising and stewardship priorities, and offer similar strategic advice to the rest of the Executive Team as they consider the implementation of the strategic plan. This includes providing support to the CEO and other executive team in preparing for, attending, and leading follow-up with top-tier donors.
- Strengthen the team-based culture of development across RFA in order to meet strategic development goals and targets.
- Partner with senior program leaders across RFA to ensure strong communication and coordination with prospects, strategies, events, and engagement.
- Partner with Vice President, Finance and Operations to ensure the creation of accurate grant budgets and grant reports, as well as aligning the pipeline to the financial needs of the organization.
- Partner with CEO on managing, communicating with, and stewarding the Board of Trustees, including board recruitment and planning and executing quarterly Board meetings and subcommittee meetings.
- Collaborate with CEO, COO, and other program leaders on conceptualizing and executing funder-driven initiatives.

Strategic Fundraising (25%)

- Manage a personal portfolio of top-tier donors and prospects in support of qualification, cultivation, solicitation, and stewardship of new and existing institutional donors.
- Coordinate and oversee the Associate Director, Strategic Development's portfolio of donors and prospects.
- Advise on writing top-tier proposals and collaborate with the Strategic Communications team on other priority collateral materials. Review and edit proposals, grant reports, and collateral material for consistency, quality, and message alignment.
- Build strategy for prospect outreach with additional foundations and with high net work individuals.

Strategic Partnerships Team Development and Management (20%)

- Hire and manage all members of the Development team, including an additional new Senior Manager/Associate Director and additional administrative support.
- Lead, coach, and mentor the Development team in the execution of all strategic partnerships goals, as well as individual and team performance goals and professional development.
- Lead the Development team in efforts to move donors through the "pipeline" toward larger, more transformative gifts.

- Plan, execute, and manage the development budget.
- Manage development-related consultants (i.e. collateral material design, etc).
- Work with the team to professionalize the organization's development operations, including updating and implementing tracking systems, refining policies and practices, and achieving recognition on Guidestar and Charity Navigator.

Strategic Communications and Impact (15%)

- Work closely with the CEO, EVP / Chief Impact Officer, Vice President of Strategic Communications, and Director of Impact to ensure a unified external voice and clarity on RFA's impact.
- Strategize with this team to identify public engagement opportunities (i.e., conferences, donor-hosted events) to raise public profile and demonstrate subject matter expertise and intellectual leadership.
- Work with this team to create systems to track milestones for top-tier grants and initiatives.
- Collaborate with this team to create fundraising collateral materials that document RFA's impact.

All RFA employees are expected to participate in the organization's diversity, equity, and inclusion (DEI) efforts.

This is a full-time, exempt position.

Position Qualifications

Primary position qualifications include the following:

Experience

- 15+ years progressive fundraising experience, ideally within a complex institution (5+ at the management level).
- Demonstrated experience in/creativity in generating support through diverse funding streams and strategies, including grants from new foundations and individuals.
- Experience in strategically and creatively building programs, pipelines, and volunteer networks to serve the interests of the organization while raising vital funds to support the mission.
- Demonstrated experience prioritizing objectives and implementing strategies to achieve organizational initiatives as part of the leadership team
- Experience managing multiple staff and budget for entire program/department
- Experience directly and indirectly managing staff with the goal of enhancing their professional development and personal growth
- History of experience forming and leading internal teams, providing training and mentorship as needed

Capabilities

- Demonstrated ability to successfully navigate and manage complex funding relationships at the 7+ figure level.
- Deep knowledge of planning, finance, budgeting, projecting and development information systems.

- Demonstrated ability to work with organization leadership to develop fundraising plans to meet organization's needs; ability to bridge fundraising planning and goal setting with execution.
- Success collaborating with senior management and Board to advance fundraising and planning priorities.
- Strong understanding of and ability to advocate for a data-driven development operation.
- An entrepreneurial leader able to design, create and implement systems; able to act decisively and with a desire to work in an entrepreneurial environment.
- Demonstrated ability to work in a team-oriented, collegial environment as well as work independently, while fostering a team-focused culture that encourages collaboration and peer support.
- Strong communication skills, both oral and written.
- Superior work ethic.
- Passion for Results for America's mission.

Salary and Benefits

At Results for America, all staff members currently receive a compensation package that includes: (1) a salary aligned with RFA's position level and salary bands and against similar nonprofit organizations; and (2) a suite of benefits that includes a choice of medical and/or vision and dental care, paid time off, a 403b retirement plan with employer match, and education and commuter benefits. The salary band for this position is \$191,400 - \$236,500.

How to Apply

To apply for this position, please send your cover letter and resume to recruiting@results4america.org. The subject line of your email should read "YOUR NAME – VP, Development".

RFA is an equal opportunity employer that values/celebrates diversity and that follows a policy of making all employment decisions and personnel actions without regard to race, color, religion, national origin, sex, age, marital status, partnership status, personal appearance, sexual orientation, gender identity or expression, genetic information, family responsibilities, matriculation, political affiliation, disability, status as a victim of domestic violence, sexual offenses or stalking, military status, veteran status or any other category protected under federal, state or local law.