

**POSITION ANNOUNCEMENT**  
**VICE-PRESIDENT, DEVELOPMENT**  
**Status:** Full Time/Exempt  
**Location:** Brooklyn, NY/Remote  
**Reports to:** President & CEO

## **ABOUT GRANTMAKERS FOR GIRLS\* OF COLOR**

Grantmakers for Girls<sup>1</sup> of Color (G4GC) envisions a world in which all girls, femmes, and gender-expansive youth of Color are healthy, safe and thriving, and where they are fully empowered to pursue their dreams and shape their desired reality on their terms, free from all structural barriers created by racism, sexism, ageism, and other forms of oppression. G4GC works to amplify and mobilize resources to support transformative organizing work led by, and centering, girls, femmes, and gender-expansive youth of Color through grantmaking and research, and by supporting a growing community of funders who are actively engaging in efforts to address the structural inequities facing girls of Color. We recognize that girls of Color hold particular vulnerabilities because of their age and other intersecting identities; and yet they also hold immense power to drive transformation. Girls, femmes, and gender-expansive youth of Color are often invisible across funding priorities, efforts to address policy change, and in systems and programming. We believe that investing in building their power and supporting the organizations and movements that cultivate their power, safety, and joy are critical to creating meaningful change with and for them. Visit [grantmakersforgirlsofcolor.org](https://grantmakersforgirlsofcolor.org) to learn more about G4GC's programs and operations.

## **ABOUT THIS POSITION**

G4GC seeks a strategic, proactive, and goal-oriented Vice President of Development to galvanize resources in support of our growing infrastructure. This individual's primary role will be to generate revenue in support of G4GC and its associated initiatives and movements. Reporting to the President & CEO, and working closely with the Vice President of Programs and Operations, the Vice President of Development will supervise a small team that includes the Sr. Director of Strategic Partnerships & Development and a grants associate, in addition to working closely with development consultants, and programmatic and communications staff. This individual will be responsible for cultivating and facilitating relationships with high net-worth donors, corporate, private, and family foundations, and networks of donors to build and implement highly effective development strategies that align with G4GC's mission, purpose, and values.

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<sup>1</sup> G4GC defines "girls" of Color as any cis, trans, gender-expansive, non-binary and/or any girl or femme-identified person age 25 and younger who identifies as Black, Indigenous, Latina, Asian, Arab, Pacific Islander, and/or other People of Color.

## KEY RESPONSIBILITIES

### Leadership

- Clear Understanding of G4GC's Strategic Vision & Relationship Builder  
The Vice President of Development will be a proactive champion of our constituents, including donors and peer funders, grantee partners and practitioners, and girls, femmes, and gender expansive youth of Color, with a true passion for improving outcomes and expanding opportunities for Black, Indigenous, and other girls and gender-expansive youth of Color. They will exhibit a strong understanding of G4GC's role as the only national funding intermediary in the U.S. exclusively committed to resourcing girls, femmes, and gender-expansive youth of Color; G4GC's strategic vision; and the capacity to form, cultivate, maintain, and leverage relationships with existing and potential co-investors. They will embody the values articulated in G4GC's Theory of Impact and have a demonstrated ability to engage in relationships with all co-investors in a manner that reflects the authenticity, rigor, and reciprocity we carry across all our work.
- Desire to Build the Development Infrastructure of an organization that centers Girls, Femmes, and Gender-Expansive Youth of Color  
The Vice President of Development will be joining the Executive Leadership team of an organization committed to living out our values internally and externally. This individual will have demonstrated capacity to be a part of a new and growing infrastructure, and to support in strengthening and developing internal systems, processes, and policies. They will have demonstrated the ability to manage non-profit and philanthropy-focused relationship cultivation and fundraising, and they will also have a passion for mobilizing resources in support of emergent organizations. This individual will be adept at building organizational development strategies and infrastructure.

### Core Responsibilities

- Provide vision and direction to build and manage a full-scale development program, including major gifts, planned giving, foundation relations, annual giving, gift processing and acknowledgment, and other support;
- Develop, administer, and maintain the organization's master prospect list; conduct appropriate follow-up and stewardship on all gifts;
- Generate increased revenue for the organization;
- Determine specific annual fundraising goals, and lead the co-design of a development strategy to achieve those goals in partnership with the Sr. Director of Strategic Partnerships and Development, the President & CEO, and the Vice President of Programs and Operations;
- Identify individuals and opportunities that can amplify G4GC's brand and access to resources;
- Work with the G4GC executive and senior leadership team, programmatic and communications staff, and development consultants to create impactful strategies and tactics that attract resources to advance the mission, values, and purpose of G4GC;

- Ensure that all aspects of the development department's work are designed, budgeted, organized, and staffed;
- Work closely with the President & CEO, Vice President of Programs and Operations, and other Leadership members to develop an organizational budget;
- Support the Sr. Director of Strategic Partnership in a number of responsibilities, including strengthening the internal infrastructure to advance donor cultivation, cultivating learning and community-building opportunities for our co-investors and peer funders, and building the fundraising capacity of our grantee partners;
- Oversee growth, maintenance, and enhancement of the organization's development database; manage internal fundraising and direct mail systems; foster innovation on the internet and social networking tools to optimize the use of technology in garnering contributed revenue;
- Organize and coordinate events and/or opportunities (virtual and in-person) to cultivate donor relationships and generate revenue including but not limited to: receptions, exclusive meet & greets with the President & CEO, engagements with celebrities, influencers, and high-net-worth individuals, and peer funder gatherings;
- Work closely with the Sr. Director of Communications and VP of Programs & Operations to cultivate development-related communications and solicitations, with the goal of generating revenue;
- Manage and document progress, challenges, and activity related to implementing G4GC's co-investment strategy.

#### **Staff Management**

- Supervise Sr. Director of Strategic Partnerships & Development and potential additional direct reports, in addition to hiring and managing consultant relationships.
- Serve as a member of the Executive Leadership team and consequently be responsible for organizational and strategic decision-making.

#### **KEY QUALIFICATIONS**

- Demonstrated track record of effective solicitation, including a proven record of accomplishment in individual, corporate, and foundation relations as well as planning, implementation, management, and successful conclusion of a major campaign are highly desirable.
- Action-oriented, hard-working with an ability to make decisions in a fast-paced, changing, and interactive environment; self-starting, self-motivating and ability to show results on time and in a highly ethical and professional manner; dedicated to meeting and exceeding the expectations and requirements of internal and external constituents.
- Demonstrated ability to provide management oversight, leadership, and strategic direction; ability to develop trust and strong collaborative working relationships.
- Must be committed to a collaborative and supportive working relationship with all colleagues, and especially direct reports.
- Minimum of seven years of senior development experience or senior-level experience supporting nonprofit and/or philanthropic organizations and initiatives, raising funds

exceeding \$15M/year from a cultivated diverse pool of funders including institutional and corporate funders and individual donors.

- Ability to strategically represent the organization to partners, intuitively understand the needs of partners finding common ground and points of intersection, expertly establish and maintain relationships with diverse constituencies, and persuasively lead the development of relationships across multiple stakeholders and platforms.
- Direct experience in developing and managing successful major gift programs (cultivation through solicitation and stewardship) and fundraising campaigns, and knowledge of, and experience, in planned giving programs.
- Experience building organizational culture that upholds values of equity, justice, and healing.
- Experience in supervising staff, engaging with consultants, team building, and contributing to the development of a positive organizational culture
- Shared commitment to serving the unique needs and challenges of girls across the spectrum of cisgender, transgender and gender-expansive youth or adolescents of Color in the U.S. and territories
- Exceptional written and verbal communication skills.
- Agility and ability to quickly course-correct in changing or complicated political environments and communities, both internally and externally.
- Experience with Salesforce FMS database management, system development or enhancement and reporting.
- Demonstrated understanding of how race, ethnicity, gender expression, sexuality, and age shape experiences with power and access to opportunity, particularly in the U.S. context.
- Experience within or supporting organizations in growth mode.
- Experience working with consultants, coalitions, and across organizations.
- Experience managing remote team members.

## ABOUT COMPENSATION AND BENEFITS

The salary range for this position is \$180,000 to \$200,000 yearly, commensurate with experience, plus a competitive benefits package that includes health coverage, retirement benefits, paid sick leave, vacation and holidays, tuition reimbursement, and access to professional development resources.

## HOW TO APPLY

Please email a cover letter and résumé and writing sample related to fundraising or grantwriting. Include a list of three references, and send with the subject line “G4GC VP of Development” to: [Maheen@grantmakersforgirlsofcolor.org](mailto:Maheen@grantmakersforgirlsofcolor.org) ideally before **March 31, 2023 at 8pm EST. (Application deadline is rolling, but submission by March 31st is recommended).** Email applications are required. One combined PDF file is preferred. Note that application review begins immediately and candidates will be notified in advance of any outreach to references. Position will remain open until filled.



*As a project of Rockefeller Philanthropy Advisors, the Grantmakers for Girls of Color is a values-based equal opportunity employer. We have a deep commitment to building transformative culture and challenging racism, sexism, homophobia and oppression in all its forms. We strongly encourage people of color, women, LGBTQ individuals, differently-abled people, formerly incarcerated people and people of any and all traditionally marginalized identities to apply. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.*