

# SENIOR DIRECTOR OF DEVELOPMENT – MASSACHUSETTS

**Reports to:** Amanda Seider, Executive Director – Massachusetts

**Start date:** September 2019

**Location:** Boston, MA

**Position Filled By:** August 2019

## About OneGoal

Only 22% of students from low-income communities earn a college degree, compared to 67% of their peers from high-income areas. At OneGoal, we believe that all students – not just those with the best grades or the most resources – have the ability and deserve the opportunity to earn a postsecondary degree. What's more, we have developed a solution that works, and we believe this problem is solvable within our lifetime.

We are looking for individuals who will join OneGoal during this unique window in time:

- In just 10 years, OneGoal has grown from 32 students in one city to some 13,000 students in six regions.
- OneGoal's teacher-led, in-school, three-year college access and success model is game-changing. While nationwide, only 22% of kids in low-income communities earn a postsecondary degree, 81% of OneGoal Fellows (students) enroll in a postsecondary institution and 86% of those who enroll persist one year later.
- Over the next five years we have set our sights on unprecedented goals: first to attain a 60% graduation rate among Fellows and to develop new delivery models to dramatically grow our reach.
- To learn more about our work within the Massachusetts region in particular, please visit our Massachusetts page *HERE* (<http://www.onegoalgraduation.org/communities/massachusetts/>).

## The Person

You believe – and your work has demonstrated your belief – that all students can earn a college degree and the life that comes with it. As the Senior Director of Development, your mission is to work with the Executive Director to ensure OneGoal-Massachusetts creates, refines, and saturates the local community with a compelling vision for how OneGoal will work to close the college divide in our lifetime. You also will ensure OneGoal-Massachusetts maintains its financial stability by working with the Executive Director to steward and grow a diversified and sustainable investor base that includes individual donor, foundation, corporate and public support.

You will do this by:

- Setting and executing a multi-year vision for OneGoal-Massachusetts, including overseeing multi-year goals, strategies, and campaigns across foundation, corporate, individual and public funding streams – you will lead the charge as we raise \$1.8M in FY20
- Supporting the Executive Director to influence and motivate new and existing external constituents to invest in our work
- Effectively managing a portfolio of donors by reviewing and analyzing progress to goal and making strategic decisions to inform actions and campaigns
- Developing strategies for recruiting our next generation of board members, increasing board members' abilities to engage in our work by deepening their continued investment in OneGoal, and inspiring gifts from their networks
- Leading your team to design, plan and execute events hosted by OneGoal-Massachusetts board members and other champions, in support of our fundraising goals
- Leading and managing a team of two development staff (Manager of Development, and Coordinator of Development & Operations) by setting clear vision and direction, and coaching and developing these team members as growing development professionals

Though the OneGoal-Massachusetts Senior Director of Development is likely to see himself/herself/themselves in the following examples, these are *not* requirements. These examples are designed to help you determine if this opportunity aligns with your own passion and purpose.

**You are a puzzle-solver and strategist.**

- You use data analysis to drive your strategy and action, and to understand when to pivot. You consistently have a clear picture of where things are relative to short- and long-term goals.
- You can break down a complex vision into clear, tangible, and measurable milestones to create a runway for your team to achieve ambitious goals. You see the big picture, but you thrive in the gradual pursuit.
- You like to explore and build innovative approaches and have designed new ways of doing things. You make connections, determine fits, and build plans that are responsive to interlocking and evolving challenges and opportunities.
- Contingency planning and problem solving excite you, and working to streamline and improve systems give you energy.

**You are a compelling and inspiring communicator and this talent is rooted in your beliefs.**

- You've developed materials, talking points, and relationships that have resulted in impact and building champions in your work. You have a unique ability to understand others' perspectives and motivations and adjust your messages, approach, and design based on your audience.
- You are an exceptional communicator with experience winning people over. It's energizing to "close the deal," and you will not give up easily when you have identified someone who is a strong fit.
- Your written and verbal communication shines, whether your audience is a new intern or a founding Board member.

**You are a leader and collaborator.**

- You connect your success to the success of those you work with, and believe in both shared responsibility and mutual accountability.
- You leverage strengths and believe that clear expectations and regular, honest feedback are the cornerstones of growth.
- As a manager, you believe in the inherent potential and capacity of people, and you seek to empower your team to become leaders and agents of change, to grow and thrive and to ultimately share in success of OneGoal-Massachusetts.

**You are a natural storyteller.**

- You understand the power of language and story-telling and have experience and skill drafting grants, letters of inquiry and other external marketing collateral that effectively and concisely tells a compelling story others are eager to invest in.
- You are attentive to the details for how to modify written and verbal stories and pitches to appeal to specific audiences.

**You are a continuous learner.**

- You are constantly learning, adapting and developing; you constantly create and seize opportunities to refine your knowledge, skills and mindsets in both your personal and professional life. When there is a setback you accept responsibility and accountability.
- You proactively seek feedback, practice active listening, act on feedback as necessary, all because you seek to be the best version of yourself for Fellows.

**You are committed to diversity, equity, and inclusion.**

- You seek to understand and celebrate the unique identities of the individuals with whom you interact; you advocate for and elevate the voices of marginalized people and communities especially those from which our Fellows come; you integrate your knowledge, skills and mindsets related to diversity and inclusion into every aspect of the work.

- You continuously build our understanding of privilege and oppression, especially within the context of our country, education system, and college divide.

#### Qualifications:

- Bachelor's Degree (*Required*)
- 5-8+ years in either: development, campaign management, partnership-development, marketing, communications, strategy or operations (*Strongly Preferred*)
- Strong understanding of the Massachusetts philanthropic landscape (*Strongly Preferred*)
- Grant writing experience or strong, aligned experience with leveraging persuasive writing to achieve big outcomes (*Preferred*)
- Education, college access and/or success program experience (*Preferred*)
- Proven track record of achieving ambitious goals and creating effective systems (*Preferred*)
- Experience formally managing a team, including hiring and developing talent (*Preferred*)

## Our Team

Guided by a clear set of *core values and beliefs* (<http://stage.onegoalgraduation.org/about/our-beliefs/>), you will join an impressive group of more than 150 OneGoal staff across the country who believe in the untapped potential within students. The OneGoal team challenges themselves and others to regularly ask, "Is there a better way?"

## The Tangible Good

We offer a competitive compensation and benefits package\* which includes medical, dental, vision, short-term disability, life insurance, retirement matching, paid parental leave, and more. We also offer a generous paid time off policy, including 20 paid vacation days, 10 holidays and 6 sick days.

*\*OneGoal reserves the right to change benefits at anytime according to business need.*

## You Believe in People and are Committed to Equity and Inclusion.

You believe in an inclusive and culturally competent society and the essence of *our commitment to diversity and inclusion* (<http://stage.onegoalgraduation.org/commitment-to-diversity-and-inclusion/>). We believe that in order to create the change we seek, each person we hire brings a remarkable and diverse set of experiences, skills and characteristics that individually and collectively, will contribute to the radical change needed to move us towards a more equitable and just nation.

## THROW YOUR HAT IN THE RING

Apply by following the link below to submit an online application, which includes attaching an updated resume and cover letter explaining your passion and alignment to this position.

*OneGoal is an equal opportunity employer and does not discriminate against any employee or applicant for employment because of race, color, ethnicity, religion, gender, sexual orientation, gender identity or expression, national origin, disability, age, marital status, military status, pregnancy, or parenthood.*