



Branch Alliance for Educator Diversity

Director of Development

Organizational Description	<p>More than half of American public-school students are children of color, and only 21% of their teachers are from these same racial and ethnic groups. The Branch Alliance for Educator Diversity (BranchED) was founded in 2017 to empower, connect, and advance Minority Serving Institutions (HBCUs, HSIs, tribal colleges, and others) to maximize programming and drive innovation in preparing highly-effective educators who reflect and champion the diversity of our nation’s school children. These 285 Minority Serving Institutions comprise 21% of education providers in the United States, but train 51% of all Hispanic students earning bachelor’s degrees in education, 51% of Native Hawaiian and Pacific Islander teacher candidates, 38% of African American teacher candidates, and 35% of bachelor’s degrees in education for Native Americans and Asian Americans.</p> <p>BranchED is the first and only non-profit organization in the nation that is dedicated to strengthening and growing educator preparation at MSIs, with the larger goals of both diversifying the teaching profession and intentionally addressing critical issues of educational equity for all students.</p> <p>BranchED is an organization that values authenticity, relationships, well-being, learning, personal growth, and an unwavering commitment to racial equity and inclusion.</p>
Position Objective	<p>The Branch Alliance for Educator Diversity (BranchED) is seeking an experienced, self-motivated, and innovative development expert to provide strategic direction and oversight of the organization’s development operations, including prospect research, corporate and foundation relations, government grants, annual giving, and donor and funder stewardship.</p> <p>Reporting to BranchED’s President and CEO and in partnership with the Executive Team, the Director of Development will strengthen and expand BranchED’s fundraising program. The position will support the acquisition and engagement of new corporate and foundation partners by qualifying a robust pipeline, crafting proposals and other materials, liaising with individuals across BranchED’s network, and ensuring the team stays on track to meet its ambitious goals.</p>



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	<p>The Director will develop and implement fundraising strategies to support BranchED’s mission and revenue goals, guided by established metrics. This is a full-time, exempt position and is a new staff role in the organization.</p>
<p>Essential Functions –</p>	<p>Planning and Strategy</p> <ul style="list-style-type: none"> • Strategic oversight and management of organizational development activities • Contribute to goals and tactics in support of BranchED’s Strategic Plan • Develop and implement the annual development plan • Oversee the short- and long-term tracking towards the annual revenue goals and partner acquisition goals, keeping team focused on deadlines and deliverables and providing high-touch back-end support on all donor activity. <p>Fundraising</p> <ul style="list-style-type: none"> • Lead efforts to identify, cultivate, solicit, and steward individual, corporate, government, and foundation prospects and funders, with the goal of increasing revenue in accordance with the development plan • Developing and tracking proposals and reports for all foundation fundraising • Ensure timely and accurate reporting to funders • Manage donor and funder relations and stewardship • Make direct funding appeals/asks • Coordinate event-based fundraising <p>Operations</p> <ul style="list-style-type: none"> • Leverage and maintain BranchED’s online fundraising management system in Salesforce • Facilitate the engagement of program staff in development, including working with program leads to develop cases for support, collecting highlights/examples of participant successes, and keeping abreast of programmatic activities. • Provide data and reports for the BranchED Executive Team and Board of Directors • Provide content about giving to Communications for the Annual Report, website(s), social media, and other public-facing platforms, including coordination of donor appeals for end-of-year giving campaigns • Ensure compliance with all relevant internal policies and external regulations, including maintenance of state charitable filings



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<p>Education & Experience</p>	<ul style="list-style-type: none"> • BA or BS from a regionally-accredited institution • Degree in nonprofit management, philanthropy/development, or public administration from a regionally-accredited institution preferred • A minimum of 5 to 7 years of progressively responsible development experience, including demonstrated expertise in corporate, foundation, and major gift fundraising • Direct experience soliciting funds from individuals, corporations, government, and foundations • Proposal writing proficiency, including budget development • Excellent interpersonal communication skills, including discretion and good judgment • Excellent oral and written communication skills • Experience managing staff or teams • Ability to independently operate in a virtual environment and provide needed self-direction • Demonstrated ability to prioritize, be flexible, and work in a collaborative environment • Current Certified Fundraising Executive (CFRE) certification preferred • Additional training in the field, such as grant writing, prospect research, foundation and corporate giving, government grants preferred • Familiarity with Salesforce for managing fundraising data, reporting, and automation activities preferred <p>Technical Skills</p> <ul style="list-style-type: none"> • Proficient in Microsoft Office, Zoom, PowerPoint, and Dropbox • Experience with Salesforce, and wealth screening tools a plus
<p>Personal Characteristics</p>	<ul style="list-style-type: none"> - Proactive and self-led development professional - Strong interpersonal and communication skills - Attention to detail, reliability, and organizational skills - Ability to work independently, self-manage priorities and goals for projects, consistently meeting deadlines - Ability to pivot from one task to another without “dropping the ball” - Adaptive, flexible, and willing team player



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	<ul style="list-style-type: none"> - Desire to engage donors in alleviating educational inequity through diversifying the educator workforce, a keen interest in social justice, and - Attentiveness to evolving trends - Comfortable with ambiguity and can succeed in a highly entrepreneurial and fast-paced environment.
Compensation	<p>This is a full-time exempt position. BranchED provides benefits for eligible employees.</p> <ul style="list-style-type: none"> • Competitive salaries benchmarked against the industry. Compensation will be commensurate with relative work experience and education. • Medical insurance with up to 100% employer contribution • Dental, vision, FSA, life and disability insurance plans, and 401 (K) retirement plan with an Employer Match up to 6% of your compensation. • Generous time off including 15 days of paid time off (to be taken for sickness or vacation) and 18 holidays (10 organization-wide holidays) • Organization-wide and workgroup training, plus a \$200 professional development stipend for external training • A commitment to developing leaders from within the organization • An organizational culture that supports staff well-being and holistic self-care/community care • Ample opportunities to connect with the faculty/leaders, students and communities we serve
# of Direct Reports	1
Reports To	President and CEO
Location	Austin, Texas. Ability to work effectively remotely until the office reopens
Setting	This position operates in a general office setting. Occasional travel and lifting are expected.



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Application Procedure

Nominations or applications (with current resume **and** letter of interest) should be sent confidentially, electronically to talent@educatordiversity.org. The review of applications will begin immediately and will continue through the due date.

BranchED is an equal opportunity employer and welcomes a diverse pool of candidates for this search. We are committed to fostering a culture of inclusion and welcome individuals with diverse backgrounds and experiences to apply. Applicants must be legally authorized to work in the United States. We are not authorized to sponsor the H-1B visa.

The Branch Alliance for Educator Diversity does not discriminate on the basis of race, color, religion, ethnic or national origin, age, disability, gender, sexual orientation, or other characteristic covered by law with regard to employment opportunities.