

ALL OUR KIN



Position Title: Senior Development Director

Reports to: Co-founder and CEO

Position Status: Full-Time

Location: At any one of All Our Kin's four offices in the NYC-CT region (Offices are located in New York City; Stamford, CT; Bridgeport, CT; and New Haven, CT)

Target Start Date: Summer 2019



About All Our Kin

[All Our Kin](#) is a nationally recognized nonprofit organization that trains, supports, and sustains family child care providers to ensure that children and families have the foundations they need to succeed in school and in life. At All Our Kin, we support family child care providers at every stage of their development – from parents and caregivers to professional educators and business owners – using a strength-based, high-touch approach. Through our programs, family child care providers succeed as early childhood educators and small business owners; parents have access to high-quality, affordable child care, making it possible for them to enter into and remain within the workforce; and infants and toddlers gain the enriching experiences that prepare them to succeed in school and in life. All Our Kin is recognized as a [national model](#), and has been [proven through quasi-experimental studies](#) to raise the quality, availability, and sustainability of family child care.

All Our Kin first opened its doors in a housing development in New Haven, Connecticut in 1999. Today, we serve over 600 family child care educators, who educate and care for more than 3,600 children, in five Connecticut cities and New York City. Our ambitious strategic growth plan for the period 2019 - 2023 calls for us to add one new site per year and launch a new train-the-trainer service line, with the goal of reaching 20,000 children. This means our 2019 budget is approximately \$7.7 million and will grow 15% - 20% per year.

What You Will Do

All Our Kin is seeking a highly organized, driven, and skilled leader to join the organization as the Senior Development Director. The Senior Development Director will join All Our Kin's Development Team – which consists of the Co-Founder and Chief Executive Officer, Communications and Development Manager, and two Development Associates – and will play a critical role in securing the funding necessary to meet our goals; this will involve two main areas of work: (1) strategy and systems building and then (2) implementing and executing on that strategy. In particular, you will:

Strategy & Systems Building

- Work closely with the Co-Founders and Chief Operating Officer to create and implement an organizational fundraising strategy that aligns with All Our Kin's strategic growth plan and core values.
- Create and implement a development plan that will ensure the organization's sustainability and enable us to meet the objectives of our strategic growth plan.
- Develop strategies to engage a more racially and ethnically diverse donor base that better reflects the family child care educators, families, and children All Our Kin serves.

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- Build strong relationships and partnerships with (and support the development activities of) select board members.
- Help build out and then manage the Development Team.
- Manage, strengthen, and expand All Our Kin's development systems and processes. With the Development Team, you will:
 - Oversee the operation and maintenance of All Our Kin's donor database in Salesforce.
 - Regularly monitor, evaluate, and prepare reports on progress towards our goals.
 - Support greater interdepartmental coordination and communication, particularly between the Development and Finance teams.
- Communicate development-related updates to All Our Kin staff, board members, and partners.

Institutional & Individual Giving

- Gain a deep understanding of All Our Kin's mission, programming, and impact in order to communicate a compelling narrative to funders.
- Ensure All Our Kin meets its development plan goals for all types of funders: foundations, individuals, corporations, and government.
- Manage the Development Team, ensuring successful preparation of proposals and reports.
- Oversee stewardship efforts to ensure that donors are well-informed, acknowledged, and appreciated in meaningful and timely ways.
- Work with the CEO and Development Team to implement and expand strategies for donor identification, engagement, and retention.
- Manage relationships with a portfolio of government, foundation, and individual donors.

Who You Are

- Hold deep beliefs in and commitments to
 - Making high-quality early care and education available to all children.
 - Combatting systemic racism and injustice.
 - All Our Kin's ethic and model.
- Experienced and able to
 - Build relationships with diverse stakeholders.
 - Communicate well in writing and speaking.
 - Set priorities and manage multiple, multifaceted projects simultaneously in a fast-paced, deadline-driven environment.
 - Inhabit an entrepreneurial approach, flexibility, and drive.
 - Solve tricky problems and make decisions well.
 - Offer, receive, and respond to regular feedback.
 - Operate various computer systems and willing to use new technology.
 - Speak Spanish (not required, but nice to have).
- Eager to build on
 - 7+ years' experience managing teams and fundraising in contexts of growth or scale.



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- A history of securing gifts ranging from \$50K - \$500K from foundations, government sources, corporate sources, and/or individuals.
- Considerable experience with strategic planning, systems development, and implementation.
- A history of demonstrating discretion with confidential information.

What You Can Expect

All Our Kin is an innovative, high-impact organization that empowers a growing number of family child care providers, children, and families to succeed. As we scale All Our Kin's reach, we strive to maintain the collaborative, values-centered environment that is our hallmark and to continually invest in the backbone of our organization: our talented, mission-driven team. All Our Kin is an equal opportunity employer and recognizes that diversity and opportunity are fundamental to children's lives and to our work.

Some of the benefits we offer to our staff members include, but are not limited to:

- ✓ **Competitive salary** commensurate with experience
- ✓ **Medical, Dental and Vision Insurance**
- ✓ **Vacation time** – Three weeks paid annual vacation as well as federal holidays and a December holiday (typically December 24 – January 1)
- ✓ **Retirement Plan** – All Our Kin offers a 403(b) plan

How to Apply

To apply, please visit <https://allourkin.recruitee.com/o/senior-development-director>