



Position Title: Director of Development

Reports To: Executive Director

Location: Washington State (Remote/Hybrid; statewide travel required)

Employment Type: Full-Time

FLSA Status: Exempt

About the Role

The Boys & Girls Clubs of Washington State seeks a dynamic Director of Development to lead and strengthen statewide fundraising efforts in support of 16 independent Clubs serving youth across Washington. This role is critical to advancing a coordinated, strategic approach to philanthropy that ensures sustainable funding and expanded impact for young people who need us most.

The Director of Development will serve as a key leader in building and executing a comprehensive statewide fundraising strategy, focused on major gifts, corporate and foundation partnerships, grants, and donor stewardship. Working closely with the Executive Director, Board of Directors, and local Club leaders, this position will help unify and elevate fundraising efforts across the network while respecting and supporting local development priorities.

This role offers a unique opportunity to shape and scale a statewide development function, strengthen donor relationships, and position Boys & Girls Clubs of Washington State as a leading investment opportunity in youth development.

What success looks like

This person will bring a broad development skill set, but their greatest focus will be on identifying new opportunities, elevating existing donor and partner relationships, and finding creative strategies to turn successful Club efforts into larger statewide opportunities. While this role touches many areas of development, the goal is to build relationships, grow revenue, and create new opportunities.

Key Responsibilities

1. Resource Development & Strategy (Primary Focus)

- Develop and implement a comprehensive statewide fundraising strategy to grow and diversify revenue across corporate, foundation, individual, and public funding sources.
- Identify, cultivate, solicit, and steward major gifts and multi-year investments in collaboration with the Executive Director and local Clubs.
- Build and manage a robust pipeline of prospective donors and partners to support long-term sustainability.
- Design and support multi-club funding opportunities that align statewide priorities with local impact.

2. Corporate, Foundation & Grant Partnerships

- Lead strategy and execution for foundation and corporate partnerships, including proposal development, reporting, and relationship management.
- Identify and pursue new funding opportunities aligned with statewide priorities and emerging community needs.
- Strengthen grant infrastructure to ensure high-quality submissions, compliance, and reporting across the network.

3. Donor Engagement & Stewardship

- Create and implement a comprehensive donor stewardship plan that strengthens relationships and increases retention and giving levels.
- Partner with leadership and Board members to engage and activate high-level donors and champions.
- Ensure consistent, compelling messaging that communicates impact and aligns with statewide branding.

4. Statewide Collaboration & Capacity Building

- Work closely with local Club development teams to align strategies, share best practices, and support capacity building.
- Foster a culture of collaboration across Clubs while respecting local fundraising efforts and relationships.
- Support the development of shared tools, resources, and messaging to enhance fundraising effectiveness statewide.

5. Board Engagement & External Relations

- Partner with the Board of Directors to support fundraising efforts, including prospect identification, cultivation, and solicitation.
- Represent the organization with donors, partners, and community stakeholders to increase visibility and philanthropic support.

6. Systems, Operations & Performance Management

- Establish and track key fundraising metrics, goals, and performance benchmarks.
- Oversee donor systems, reporting processes, and data management to support informed decision-making.
- Ensure alignment between fundraising strategy, organizational priorities, and measurable outcomes.

Candidate Qualifications

Education & Experience

- Bachelor's degree preferred; equivalent experience considered.
- Minimum 5–8 years of experience in nonprofit fundraising, development, or external affairs.
- Proven track record of securing major gifts and managing relationships with corporate and foundation partners.
- Experience working across multiple stakeholders, organizations, or networks preferred.

Skills & Attributes

- Strong relationship builder with the ability to engage diverse stakeholders across sectors.
- Strategic thinker with the ability to design and execute effective fundraising plans.
- Excellent written and verbal communication skills, including proposal writing and donor presentations.
- Highly organized and self-directed, with the ability to manage multiple priorities in a dynamic environment.
- Commitment to equity, collaboration, and the mission of Boys & Girls Clubs.

Salary

\$120,000 annually (fixed; non-negotiable).

How to Apply

Please submit your resume and cover letter to jessie@washingtonclubs.org. In your cover letter, highlight the unique experience, skills, or perspective you would bring to this role and how you would leverage them to grow philanthropic support and advance our mission.