



WORK WITH CHILDSTRIVE TO IMPROVE THE LIVES OF CHILDREN AND FAMILIES

ChildStrive began as a dream shared by a small group of parents who wanted a better future for their children with special needs. Every day, ChildStrive team members continue to grow that dream through dynamic, research-based programs that improve the lives of children and families in our community.

At ChildStrive, we believe that hiring staff that reflects our multi-ethnic and multi-racial clients increases resiliency, equity, and capacity in our community. We are committed to creating a welcoming workplace for all individuals and to offer opportunities for mentorship. We strongly encourage members of underrepresented groups, veterans, multi-lingual individuals to apply for our open positions.

We invite highly skilled, dedicated professionals to join our team of therapists, educators, nurses, counselors and administrative support. We have an opportunity for a **Chief Development Officer**.

POSITION SUMMARY

Chief Development Officer

Schedule: 1.0 FTE

Salary Range: \$110,000 - \$125,000

The Chief Development Officer (CDO) will serve as a key member of the executive leadership team at ChildStrive, collaborating closely with the Chief Executive Officer, Chief Financial Officer, and Board of Directors.

The CDO will be a leader in building ChildStrive's fiscal sustainability plan anchored in organizational values, goals, and priorities. The CDO will lead a team of dedicated staff in donor relations, grant writing and communications/marketing. This team will convey a message of impact that raises ChildStrive's visibility while recognizing the strengths of the children and families we serve, honoring the diversity of communities we work with, and inspiring partners to invest in our mission.

The ideal candidate will have a visionary and entrepreneurial mindset, a deep understanding of ChildStrive's mission and vision, respect for our diverse community, strong relationship-building skills, and excellent fundraising abilities. Experienced and versatile, the CDO, will oversee all aspects of ChildStrive's fundraising strategy. This includes partnering with the Board Philanthropy Committee to ensure alignment and support from the Board of Directors for our fundraising plan. The CDO will work to enhance ChildStrive's fundraising infrastructure and promote a culture based on relationships and principles of race equity, and social justice.

REQUIRED QUALIFICATIONS and KEY COMPETENCIES

- Bachelor's degree or higher, or equivalent experience
- Minimum of 8-10 years in fundraising for nonprofit organizations with demonstrated results in leadership and fundraising achievements, including at least 3 years managing a fundraising team
- Deep understanding and commitment to the principles of Community-Centric Fundraising
- Proven success in developing a vision, implementing successful fundraising strategies, and building productive, long-term relationships with organizational leaders, volunteers, donors, staff, and board
- Expert in fundraising strategies and knowledge of ongoing changes in philanthropic giving trends and tools
- Demonstrated ability to exude compassion, understanding, and empathy while working with a diverse staff, guests, volunteers, and donors from all ethnic, social, economic, and sexual orientation backgrounds
- Proven success building a collaborative and purposeful team culture, and inspiring and motivating staff and board to meet ambitious goals
- Ability to manage multiple projects and assignments, meet tight deadlines, coordinate, and communicate effectively, in a fast-paced and compassionate work environment
- Effective and engaging communication skills, including excellent written, interpersonal, and public speaking
- Proficiency in Microsoft Office, fundraising software applications, preferably Bloomerang

BENEFITS

In addition to our supportive workplace environment you'll enjoy excellent benefits that may include:

- Competitive wages
- Matching 403(b) contributions
- Healthcare package
- Paid Time Off
- Flexible schedule
- Continuing education
- Professional Development

To be considered for this position email your resume and cover letter to:

employment@childstrive.org

ABOUT OUR ORGANIZATION

Founded in 1963, ChildStrive is a growing non-profit agency serving children and families in Snohomish and north King Counties. We are pioneers and respected leaders in providing family centered parenting support and early intervention services to pregnant women and young children birth through 3 years old.

ChildStrive partners with families to support young children's success in daily life and in the community.

Vision

ChildStrive is an inclusive and affirming community where ALL children and families have the opportunity to thrive.

Mission

ChildStrive builds on the relationships, strengths, and unique abilities of young children and their families by fostering social, emotional, and physical well-being so all children can flourish.

We serve our community through four programs:

Early Support for Infants and Toddlers serves families with children birth to three years of age who have a developmental delay or identified disability;

Nurse Family Partnership serves first time pregnant women through pregnancy and until their child turns two years of age;

Parents as Teachers serves families who are pregnant or have a young child who are living with trauma or chronic hardships, including housing instability or poverty.

Community Outreach serves families with preschoolers who are homeless and living in shelters or who are isolated and lack support. The Outreach program also partners with the Tulalip Tribes and provides consultation services to childcare providers serving families in transitional housing.

ECEAP (Early Childhood Education and Assistance Program) is a high quality preschool and family development program for underserved families in partnership with Snohomish County and the State of Washington.

At ChildStrive our workplace is a direct reflection of our work with the families we serve. We ask our families about their hopes and dreams and we recognize that the hopes and dreams of our staff extend beyond their work life.

We build family capacity through strength based coaching, reflection, and information sharing. Whether you are a seasoned professional or a recent graduate, we systematically support our staff to reach their full potential. You'll work alongside talented professionals and have built-in opportunities for continuing education, reflective supervision, pursuing your passions and sharing your knowledge.

We collaborate with families and our community partners in meaningful, effective ways; relationships are at the core of our work. You'll find a trusted "home" on your transdisciplinary work team and experience the results of deep, authentic collaboration across the agency.

We continually adapt and improve to best meet our families' needs, and maintain accountability in the process.

Whether working with a challenging family, or improving agency wide effectiveness, you'll roll up your sleeves to solve problems and have the freedom to implement solutions. Our "intent based leadership" philosophy means that every employee takes responsibility for ChildStrive's success and how we accomplish our mission.

ChildStrive participates in the E-Verify program and is an equal opportunity employer
EEOC/AA - All qualified applicants will receive consideration without regard to race, color, sex, sexual orientation, religion or natural origin, creed, marital status, age, Vietnam era or other veterans' status, or mental or physical handicap.

Learn more by visiting www.childstrive.org