



SACNAS – Director of Development

*Advancing Hispanics/Chicanos
& Native Americans in Science*

Society for Advancement of Chicanos/Hispanics and Native Americans (SACNAS) is the largest multicultural and multidisciplinary STEM diversity organization in the country. SACNAS is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership. SACNAS serves approximately 6,000 members, 115 student and professional chapters, and reaches a larger community of supporters of 20,000.

SACNAS seeks an experienced fundraising professional who is a strategic thinker, results-oriented, innovative, adaptable and has a highly collaborative approach in leading internal team members and engaging external partners.

The Director of Development will be charged with leading the creation of a strategic fundraising and revenue growth plan to advance the SACNAS Five-Year Strategic Plan. The Director will be responsible for establishing the infrastructure needed to grow the organization's revenue/budget, implementing a culture of philanthropy, and cultivating authentic partnerships that advance the mission and programs of SACNAS.

The Director of Development is a member of the Senior Leadership Team. This is a full-time, exempt position based at the Santa Cruz, California headquarters.

Duties and Responsibilities:

Fundraising, Grants Management and Membership

- In partnership with the Executive Director, Board of Directors, and the Senior Leadership Team, develop and implement a strategic fundraising and revenue growth plan that will guide the organization to expand the SACNAS mission and meet fundraising goals, expand the diversity of funding opportunities in government, corporate, and foundation sectors, and increase revenue in sponsorships, membership, individual donors, and programs.
- Conduct research and identify prospective funding opportunities.

- Persuasively convey the SACNAS vision, mission, and story.
- Develop and manage the grant development process from proposal development and submission to grant reporting in collaboration of the Board of Directors, Senior Leadership Team, and members.
- Work closely with the Program and Communications and Marketing to develop all communications campaigns.
- Create and maintain a formal process to recognize donors and sponsors.
- As directed by the Strategic Plan and the Board of Directors, help lead the development of identified fundraising projects.
- Proactively identify changing fundraising landscapes and strategies to adapt development efforts with agility.

Sponsorships, Exhibits and Partnership/Business Development

- In collaboration with the Senior Leadership Team, develop conference and program sponsorship framework.
- Oversee all revenue generated programs such as the Career Center, Opportunities Board, exhibits, digital advertising, and membership.
- Actively cultivate relationships and leverage local and national prospective partners, individual donors and funders.

Organizational Leadership and Management

- Provide leadership to create a culture of philanthropy throughout the entire organization.
- Positively represent the organization in all engagement efforts.
- Active contributor to the Senior Leadership Team and serves as a positive contributor to the organizational culture.
- Collaborate closely with Programs, Native American Affairs, Marketing & Communications, Finance & Operations, Data and Technology and Policy.
- Develop departmental goals, key priorities and ongoing reports in alignment to the SACNAS mission, and Strategic Plan.
- Provide leadership, supervision, guidance and mentoring to Development staff regarding work plan alignment to the Strategic Plan and their professional development.
- Perform other duties as assigned.

Required Education and Experience

- Ambition to work with diverse communities and a passion for the mission of SACNAS.
- Bachelor's degree in Business, Public Administration, Non-profit management, Education, Science, or Communications.
- 7-10 years of demonstrated success building and leading a fundraising plan or any equivalent combination of education and/or experience from which comparable knowledge, skills, and abilities have been achieved.
- Progressive experience in fundraising, business development, membership, & grants management.
- Experience with developing and implementing fundraising plans and cultivation of new donors/sponsors.
- A keen understanding of fundraising and giving strategies, metrics and best practices, preferably in education, STEM, diversity.
- Ability to succeed and enjoy working in a fast-paced, highly dynamic environment with a proven skill set utilizing sound judgment, creativity and effective time management solutions.
- Demonstrated experience with developing a diverse fundraising portfolio.
- Demonstrated experience in identifying, cultivating, and securing funding.
- Demonstrated ability to identify and implement new revenue opportunities.
- Strong interpersonal, organization, and grant writing skills.
- Exceptional writing, public speaking and presentation skills.

Desired Education and Experience

- Master's degree preferred in Business, Public Administration, Non-Profit Management, Education, Science, Communications
- Bilingual in English and Spanish.

Work Location and Travel

- Required travel to the annual conference for one week
- Travel throughout the United States may be necessary to meet with partners
- This position is in Santa Cruz, CA
- Occasional evening or weekend work

Interested candidates should submit a cover letter and resume to jobs@sacnas.org with the subject – Director of Development.