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**Job Title: Development Director**

Organization: Challenge Unlimited at Ironstone Farm

Location: Andover, MA

Job Type: Full-Time, benefits eligible.

Salary Range: $75,000- $90,000. Commensurate with experience

This position reports directly to the Executive Director.

**About Us:**

Our mission is to provide life-changing equine-assisted services that foster the human-horse connection to help individuals and families with physical, cognitive, and emotional challenges experience healing and joy while realizing their full potential. We are seeking a highly motivated and experienced Director of Development to lead our fundraising team and help us make a meaningful difference in our community and beyond.

*Candidates should demonstrate a mission-driven commitment, understanding the profound impact our work has on the individuals and families we support. Successful candidates will showcase a genuine connection to our mission and its community impact. We encourage applicants who see their professional journey as a means of contributing to and furthering our missio*n.

**Job Summary:**

As the Director of Development, you will play a pivotal role in Challenge Unlimited at Ironstone Farm’s success by strategically planning, implementing, and overseeing our fundraising initiatives. You will work closely with the Executive Director, Board of Directors, and other key stakeholders to ensure the financial sustainability and growth of our organization. Anticipated fundraising goals for 2024 to raise $1.3 million in a combination of major gifts, campaigns, events, and grant writing.

The Director of Development will be instrumental in shaping the organization's financial sustainability and ensuring the successful implementation of strategic fundraising initiatives. The position requires a dynamic and results-oriented leader who can drive fundraising efforts while fostering positive relationships with donors and partners.

This role involves setting clear goals, establishing effective strategies, and ensuring successful execution to achieve financial and organizational objectives.

**Key Responsibilities:**

**Fundraising Strategy:**

* Develop and implement comprehensive fundraising strategies aligned with the organization's mission and objectives.
* Identify new funding opportunities and diversify revenue streams through grants, major gifts, corporate sponsorships, and individual donors.
* Establish and maintain relationships with potential donors, supporters, and funding partners.

**Donor Relations:**

* Cultivate and steward relationships with existing donors to enhance donor retention and increase giving levels.
* Develop and execute personalized engagement plans for major donors, ensuring their ongoing support.
* Implement effective communication strategies to keep donors informed and engaged with the organization's initiatives.

**Strategic Partnerships:**

* Identify and pursue strategic partnerships with other organizations, corporations, and foundations to enhance the organization's impact and reach.
* Collaborate with external stakeholders to create mutually beneficial relationships that support the organization's goals.

**Financial Management:**

* Set and manage fundraising budgets, ensuring cost-effectiveness and efficiency in fundraising activities.
* Track and analyze fundraising metrics, providing regular reports to the leadership team and the board of directors.

**Team Leadership:**

* Lead and inspire a high-performing development team, providing guidance, mentorship, and support.
* Foster a collaborative and innovative team culture, promoting continuous learning and development.

**Event Management:**

* Plan and execute fundraising events, ensuring they align with the organization's brand and goals.
* Evaluate the success of events and implement improvements for future initiatives.

**Data Management and Analysis:**

* Oversee the maintenance and utilization of donor databases to track donor interactions and fundraising progress.
* Analyze data to inform decision-making and identify opportunities for improvement.

**Qualifications:**

* Bachelor's degree in a relevant field; master’s degree preferred.
* At least 5 years of experience in fundraising, donor relations, and team leadership.
* Strong communication, interpersonal, and negotiation skills.
* Strategic thinking and problem-solving abilities.
* Knowledge of relevant fundraising regulations and ethical practices.
* Experience with donor software. Boomerang preferred.
* Proficient in Microsoft office and google suites.

**Application Process:**

Interested candidates are invited to submit a cover letter and resume to Kerri Whalen, kerriwhalen@ironstonefarm.org

Ironstone Farm is an equal opportunity employer. We encourage applications from individuals of all backgrounds and experiences.

Start Date: December 2023