



WASHINGTON STATE
OPPORTUNITY
SCHOLARSHIP

**JOB OPPORTUNITY:
SENIOR DEVELOPMENT
DIRECTOR**

Seattle, Washington

Posting Date:
April 15, 2021

Applications submitted by May 17, 2021 will be given full consideration. Position open until filled. Interviewing will begin in May.

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Washington State Opportunity Scholarship (WSOS) is looking for a seasoned and strategic senior development director to build and scale its fundraising program, laying the foundation for sustainable success and increased impact for many years to come. Rather than being responsible for raising current-year revenue, your work will be primarily focused on strategic visioning and building the team and infrastructure that will be required to significantly increase the capacity of WSOS's development efforts over the next five years and beyond.

This is a unique opportunity to work in a smaller, close-knit and mission-driven nonprofit while still focusing your energies on planning for and securing large-scale, multi-million-dollar gifts that lead to measurable impact that you would typically only encounter in a much larger organization. You will be a pivotal leader on a collaborative team that is innovative and equity-focused, making a real difference in the lives of the thousands of under-resourced and under-represented students WSOS serves. **Come join us!**



ABOUT WASHINGTON STATE OPPORTUNITY SCHOLARSHIP

The mission of Washington State Opportunity Scholarship is to build pathways into high-demand Washington careers for Washington students.

Far too few Washington students are pursuing the postsecondary education and training necessary to compete for the high-demand STEM, health care and trade jobs vital to our state's economy, now and in the post-COVID era. WSOS addresses workforce shortages and the opportunity gap in higher education. We connect our state's leading industries to top students from diverse backgrounds by reducing barriers to education and providing a supportive pathway for academic progression and career development. This powerful public-private partnership is the first of its kind in the country, and a win-win-win for students, industry and Washington state residents.

Our programs are delivering tremendous impact. We're on track to serve 20,000 students by 2025. Opportunity Scholars are 69% people of color, 66% first-generation college students and 56% women. Scholars receive more than just money for school: our continuum of support services includes peer and industry mentorship as well as connections to business partners for internships and job opportunities. When compared with peers, Scholars are more than twice as likely to graduate in four years, earn 14% more their first year after graduation and within five years are making twice what their families were making when they applied for the program. **WSOS breaks the cycle of intergenerational poverty and has the power to change individuals, families and communities.**

WSOS Organizational Snapshot

WSOS currently has an annual operating and programs budget of \$4.2 million and supports a scholarship budget of about \$15 million. WSOS's 11-member, Governor-appointed Board of Directors meets quarterly. There is a staff of 27 FTE which is primarily located in Seattle with a second site in Spokane. WSOS collaborates with its program administrator, Washington STEM, which provides HR, IT and financial services for the organization.





WORKING AT WSOS

The **workplace culture** at WSOS is fast-paced, innovative, results-driven and equity-focused. All are encouraged to think creatively, voice their opinions, try new things, fail quickly, evaluate, iterate and try again. We spend time investing in relationships, and we acknowledge the humanity of our Scholars, staff and partners. We believe we are powerful because of the diverse perspectives staff bring, and we seek to understand and offer one another grace and acceptance. We commit to giving and receiving feedback honestly and often. We set bold goals and have high expectations for ourselves, and we hold ourselves and each other accountable to them. This doesn't mean we don't also have fun! We have built a social, collaborative team. Work-life balance is highly valued: we have a generous PTO and holiday schedule. We are flexible with staff, allowing fluid work arrangements that make work better integrate with life.

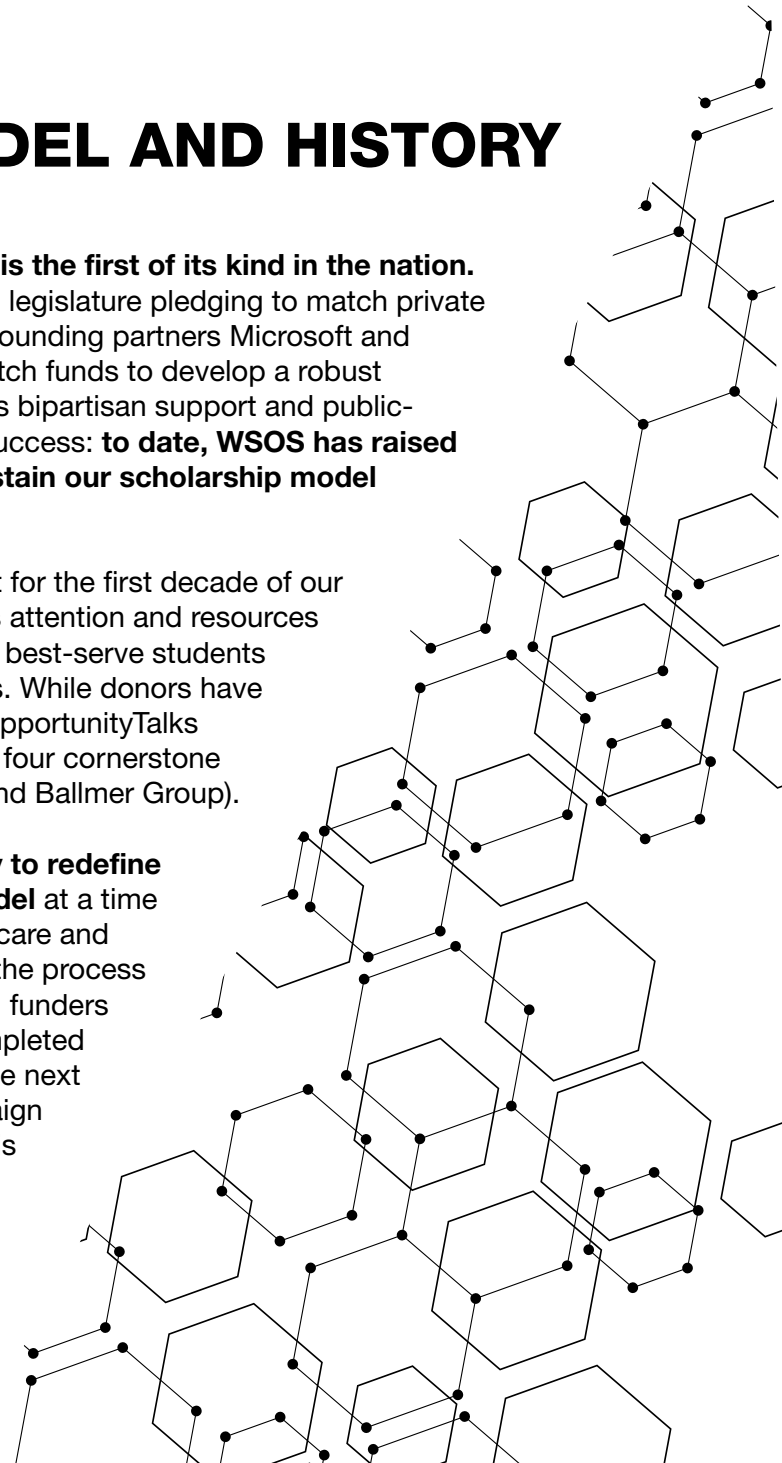
A UNIQUE FUNDING MODEL AND HISTORY

WSOS is an innovative public-private partnership that is the first of its kind in the nation.

Bipartisan support launched WSOS in 2011 with the state legislature pledging to match private contributions dollar for dollar. Industry leaders, including founding partners Microsoft and Boeing, provided cornerstone support to unlock state match funds to develop a robust pipeline of Washington students for Washington jobs. This bipartisan support and public-private partnership have driven tremendous fundraising success: **to date, WSOS has raised more than \$200 million to support our mission and sustain our scholarship model through 2025.**

The success of WSOS's startup campaign has meant that for the first decade of our organization's history, WSOS has been privileged to focus attention and resources on building impactful, effective program components that best-serve students rather than on raising new scholarship and program funds. While donors have provided generous ongoing support through the annual OpportunityTalks breakfast, a majority of funding has been provided by our four cornerstone partners (Microsoft, Boeing, Rubens Family Foundation and Ballmer Group).

As we look to the next ten years, **we see the opportunity to redefine WSOS from a successful start-up to a sustainable model** at a time when our state is more reliant than ever on STEM, health care and trade industries to reignite our economy. We have begun the process of transitioning from reliance on a small group of founding funders to a longer-term sustainable funding model. We have completed the initial development of our case statement, and over the next several years we will be implementing a sustaining campaign to protect the future for this important program. Our goal is to build a robust funding pipeline made up of committed donors, corporations and foundations who share our vision and goals. **Planning for and implementing this forward-looking fundraising strategy will be the pivotal work of the senior development director.**



THE CRITICAL ROLE OF THE SENIOR DEVELOPMENT DIRECTOR

Building on the recent planning work, **the senior development director will partner with the board and executive director to hone and lead a strategy to significantly increase the fundraising capacity of the organization to create a sustainable model that will serve WSOS into the future.** Our goal is to create strong systems that support a transition from currently raising approximately \$2 million annually to \$10 million annually by 2026. Specifically, their work will be focused on:

- Planning for and implementing **fundraising infrastructure, processes, and metrics** to support a more robust fundraising operation for the current development team of 6 FTE
- Building and growing a **highly effective team** of development professionals
- Expanding and **deepening the donor base** and soliciting sustaining gifts
- Managing a **major gift portfolio** including individual, foundation and corporate donors and prospects, and serving as a major gift solicitor
- Creating consistent, powerful and **compelling fundraising messaging** in partnership with the External Affairs team



In addition to all these important responsibilities, we will look to the senior development director to maintain the highest ethical fundraising standards and to approach all of their work with an equity lens. They will be a key partner in our efforts to navigate the sometimes-complex power dynamics that are inherent in fundraising to support under-resourced students, and they will at times be called on to explore these issues with the Scholars, staff, Board and funders who make up the WSOS community.

COMMITMENT TO EQUITY

WSOS is committed to establishing an equitable pathway for future trade, STEM and health care leaders. WSOS affirms the intersectionality of people's identities. We use an equity lens in all aspects of our work to empower our Scholars. WSOS recognizes that socioeconomic burdens and benefits are not distributed equitably. Systemic barriers of intolerance, discrimination and social injustice are deeply rooted in history and impact our state's underrepresented communities. We challenge ourselves and our partners to dismantle these barriers on behalf of our Scholars.

Equal employment opportunities and diverse staffing are fundamental principles of WSOS. We strongly encourage applications from people of color and people who have personal experience as a first-generation, under-resourced or under-represented student like the majority of those that WSOS serves.



THE IDEAL CANDIDATE

WSOS is seeking a **seasoned and creative fundraising strategist** who is passionate about increasing college and career opportunities for under-represented and under-resourced students. They will have **experience with all major fundraising approaches**, with specific experience leading campaign, major giving and corporate strategies. They should be excited to take on the challenge of **building systems to strengthen and significantly grow WSOS's fundraising capacity**, including **hiring, supporting, and leading a talented and effective team**. Successful candidates will share WSOS's commitment to **using an equity lens and taking an anti-racist approach** in all aspects of their leadership.

The following specific skills, experiences and traits will be key to success in this role:

- **Significant experience in a senior development role**, including responsibility for overseeing, designing and implementing a diversified fundraising strategy and a history of successfully delivering on fundraising goals
- **Experience as a development team leader**, including experience hiring, developing, and supporting fundraising staff, and building a team culture of excellence and accountability
- **A history of strategic and solution-centric thinking**, including a proven ability to set and drive towards ambitious goals and pivot in response to unforeseen challenges and opportunities
- **A successful track record of graciously cultivating, soliciting and stewarding donors**, particularly in soliciting very large gifts from corporate partners
- **Strong communication skills** combined with a growth mindset and a willingness to give and receive feedback
- **Comfort and confidence working with influential leaders** from a wide variety of industries, belief systems and backgrounds

COMPENSATION AND BENEFITS

This is a full-time, exempt, salaried position requiring a willingness to work some evenings and weekends. Local travel is required up to 25% of the time with regional or statewide overnight travel occurring approximately once a quarter.

The expected salary range is between **\$120,000 and \$138,000**, depending on qualifications and experience.

WSOS offers generous benefits including 21 days of PTO per year plus 14 paid holidays; there is frequently additional time off the week of July 4 at the executive director's discretion. Medical, dental, and vision coverage is fully provided for the employee and partially covered for dependents. Other benefits include life insurance, disability, a 401K including a partial match and more.

The main WSOS office is located in Seattle's Mt. Baker neighborhood; some staff work out of a Spokane site. The staff is currently fully remote. Once it is safe to do so, WSOS will transition to a hybrid work environment with a minimum of 2 days in the office required and the rest available remote. To support this hybrid working environment, all employees receive \$65/month for use of a personal cell phone for business purposes, as well as a one-time \$500 stipend to set up a comfortable home office plus \$100 per quarter in ongoing work-from-elsewhere support.

HOW TO APPLY

Apply online:

<https://cloversearchworks.recruiterbox.com/jobs/fk0utr3>

Online applications only; please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your experience and skills are a fit with the unique position and ideal candidate criteria described in this announcement.

The position will be open until filled; all applications received by May 17, 2021 will be given full consideration. All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received. Phone and in-person interviewing will begin in May.



Questions about this position are welcomed, and should be directed to Emily Anthony at Clover Search Works.

Email: emily@cloversearchworks.com Phone: 206-355-9132



Clover Search Works is honored to be partnering with WSOS in this search.