

ORGANIZATION: KIPP NYC
POSITION: Managing Director of Development
REPORTS TO: Chief of External Affairs
LOCATION: New York, NY
INFORMATION: [Website](#); [Annual Report](#)
TO APPLY: Please send resume and cover letter to KIPPNYCMDDev@pbrsearch.com.

BACKGROUND

KIPP NYC Public Schools (KIPP NYC) is a non-profit network of free, public charter schools that prepares students for success in college and life. The team at KIPP (Knowledge is Power Program) believes in the creation of inspired lives. KIPP NYC schools promise every student the opportunity for a choice-filled life. In 1995, when the organization started its first middle school, KIPP Academy in the Bronx, the goal was to graduate students with the strength of character and academic abilities needed to succeed in high school, college, and beyond – and in so doing, to prove what is possible for all students. Today, the KIPP NYC network serves more than 7,000 students and alumni through its 15 schools and KIPP Through College, a comprehensive support program for alumni. KIPP NYC is in the beginning of its next growth plan, which will ultimately increase the size of the network to 19 schools, over 10,000 students and alumni, and more than 800 staff by 2026. KIPP NYC is part of the [national network](#) of 242 schools educating over 100,000 students across the country.

POSITION

As KIPP NYC prepares to launch a \$100M comprehensive campaign to raise funds for a new high school, continued growth, and operating expenses, the organization seeks a managing director of development to be the thought leader and driver responsible for leading this charge and building and leading a stellar team.

As the leader of the development team, this person will be excellent at frontline fundraising, developing strategy and infrastructure, and managing a team to successful outcomes. They will identify and develop talent to grow the team in size in order to support ambitious fundraising goals. They will be an energetic, entrepreneurial leader with a metrics-driven, goal-centric approach and be adept at utilizing data to drive strategic decision-making. Someone who can develop authentic relationships with a variety of stakeholders in order to achieve extraordinary results, all with a sense of purpose and fun, will thrive in this role. The managing director of development will embrace and model the character traits that are the foundation of the organization's work: zest, grit, self-control, hope, love, social intelligence, gratitude, and a sense of humor.

The managing director of development reports to the chief of external affairs and will work closely with the president/chief operating officer, KIPP's co-founder, the board (especially the development committee), and volunteers.

RESPONSIBILITIES

Strategy and Infrastructure

- Develop and execute a strategic, comprehensive fundraising and marketing plan that ensures effective results and meets both the annual and long-term financial goals covered by the comprehensive campaign.
- With the chief of external affairs, set clear, ambitious goals for the team and board.
- Work closely with the board to identify, cultivate, solicit, and steward current and potential donors, with a particular focus on increasing the number of mid-level gifts.
- Serve as a frontline fundraiser as well as support others in making the ask, ensuring that regional and school leaders are appropriately engaged in development activities and that their time is respected and leveraged for maximum results.
- Partner with the development committee chair to co-lead an active and energized development committee to effectively deepen relationships with existing donors, and recruit and enlist new supporters to KIPP NYC's mission.
- Manage campaign consultants/advisors to ensure this resource is effectively deployed to drive increased giving and an expanded donor base.

- Enhance existing and build new systems and processes to support increased development activities that will effectively launch and sustain the campaign over the long term.

Data and Metrics

- Use data strategically to inform decisions, with an eye toward increasing donor retention, building the new donor pipeline, and cultivating lower-level donors to become higher-level ones.
- Regularly track progress toward fundraising goals across all revenue streams (individuals, foundations, corporations, and board members), and coordinate closely with the chief financial officer to ensure revenue projections and tracking are updated.
- Ensure data and analyses are used to maintain and improve development operations and systems, with a relentless focus on data integrity, in order to rigorously analyze donor habits and behaviors.

Leadership and Management

- Be an inspiring and motivating leader for the development team, ensuring that they are involved in setting clear, ambitious goals and have the tools and support to meet them; foster a culture of continuous improvement, collaboration, and excellence aligned with the mission and values of KIPP NYC.
- Recruit, develop, and retain a best-in-class team to achieve ambitious goals.
- Ensure staff are establishing detailed, effective plans to reach both their fundraising and personal development goals.
- Become an engaged and knowledgeable member of the KIPP NYC community to facilitate relationship-building and increase awareness of present and future priorities.

QUALIFICATIONS

- At least ten years of progressively responsible fundraising leadership and management experience, in a school or non-profit setting
- Sophisticated personal presence, superior interpersonal skills, and a high level of emotional intelligence, with a proven ability to successfully engage with a variety of stakeholders, ranging from leaders of top private companies to first graders in classrooms, and develop productive working relationships with stakeholders across KIPP NYC
- Significant experience as a frontline fundraiser with a track record of cultivating, soliciting, closing, and stewarding major gifts at the six- and seven-figure levels
- A creative, entrepreneurial, and strategic mindset with the skills and experiences necessary to build upon existing systems and create new ones as needed in order to broaden and improve the development function
- The ability to engage in long-range, data-driven planning within a fast-paced, dynamic environment
- Experience with databases; Raiser's Edge preferred
- Proven success in team leadership and managing staff
- Excellent written and verbal communication skills
- A passion for and commitment to the KIPP NYC mission and the character traits KIPP NYC values: zest, grit, self-control, hope, love, social intelligence, gratitude, and a sense of humor
- Bachelor's degree required; advanced degree preferred

KIPP NYC is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, KIPP NYC will provide reasonable accommodations for qualified individuals with disabilities.