



VP of Development

Job Title: VP of Development
Job Site: Eagle County, CO; Denver, CO; Lake Tahoe, CA/NV; or Park City/Salt Lake City, UT (Colorado preferred)
Reports to: Chief Operating Officer
Salary: \$95,000 - \$105,000
Employment Term: Full-time, year round

Organizational Overview

At SOS, we empower our youth to belong everywhere. Whether it's on the ski slopes, the trail, or at home in their community - we are committed to creating supportive spaces where everyone is welcome. SOS Outreach has transformed the lives of over 80,000 youth from underserved communities since 1993. While providing outdoor recreation experiences for that many kids is impressive, it's only a partial demonstration of SOS' impact. Using a unique combination of outdoor adventure experiences, positive adult mentorship, and leadership development opportunities, SOS enables participants to unleash their full potential to thrive. Serving over 3,000 youth each year, across 24 mountain resorts in 15 locations across 9 states, SOS provides opportunities for personal growth for the kids in our communities who need it most.

Our Commitment to Equity, Diversity, and Inclusion

With a staff that cares deeply about social justice and racial justice, we believe that diverse perspectives and backgrounds create a rich work environment and enhance our ability to pursue our mission. We are committed to building an organization with raised consciousness in order to impact how we work with students, as well as how we work together as a team. The perfect candidate will continue to build a justice-centered organization that fosters a work environment where people from all backgrounds are welcomed and valued.

VP of Development Responsibilities

The Vice President of Development plays a pivotal role in the strategic direction and execution of fundraising efforts within the non-profit organization. This leadership position is responsible for overseeing both marketing and development teams, ensuring alignment between fundraising strategies and organizational goals. The VP of Development will leverage their expertise in fundraising and marketing to drive revenue growth, cultivate donor relationships, and enhance the organization's visibility and impact.

Core Accountabilities

- **Strategic Planning:** Develop and implement comprehensive fundraising strategies aligned with the organization's mission, vision, and long-term objectives.
- **Team Leadership:** Provide leadership, guidance, and mentorship to the marketing and development teams, fostering a collaborative and results-driven work environment.
- **Fundraising Management:** Oversee all aspects of fundraising initiatives, including annual giving campaigns, major gifts, corporate partnerships, grant writing, and special events.
- **Donor Cultivation:** In close collaboration with the Senior Manager of Individual giving, identify, cultivate, and steward relationships with major donors, foundations, corporations, and other key stakeholders to maximize philanthropic support. The VP is accountable for ensuring revenue goals are achieved.
- **Marketing Strategy:** Provide direction to the marketing team to develop and execute integrated marketing campaigns that effectively communicate the organization's impact and engage donors and supporters.
- **Revenue Growth:** Set ambitious fundraising goals and monitor progress towards targets, implementing strategies to maximize revenue generation and donor retention, and corporate engagement. The VP

will work closely with the ED, development staff, and the board of directors, and marketing staff to reach annual revenue goals.

- Budget Management: Develop and manage the philanthropy budget, allocating resources effectively to support fundraising activities and initiatives.
- Reporting and Analysis: Track and analyze fundraising performance metrics, providing regular reports and insights to the leadership team and board of directors.
- Compliance and Ethics: Ensure compliance with relevant laws, regulations, and ethical standards governing philanthropic activities and fundraising practices.
- Community Engagement: Represent the organization in external forums, conferences, and networking events to build relationships, raise awareness, and promote collaboration within the philanthropic community

Qualifications and Requirements

The VP of Development will be thoroughly committed to SOS Outreach's mission. All candidates should have proven leadership, fundraising, coaching, relationship management and program development experience.

Experience and other qualifications include:

- Bachelor's degree in business, marketing, nonprofit management, or a related field (advanced degree preferred).
- Minimum of 7-10 years of experience in nonprofit fundraising, with a proven track record of success in securing major gifts, managing campaigns, and leading fundraising teams.
- Strong leadership skills, with the ability to inspire and motivate teams towards achieving ambitious fundraising goals.
- Excellent communication and interpersonal skills, with the ability to effectively engage and cultivate relationships with diverse stakeholders.
- Strategic thinker with the ability to develop and execute innovative fundraising strategies that drive revenue growth and enhance organizational impact.
- Proficiency in fundraising software, donor databases, and CRM systems.
- Commitment to the organization's mission and values, with a passion for making a positive difference in the community.
- This job description outlines the key responsibilities and qualifications for the Vice President of Philanthropy position, emphasizing the importance of strategic leadership, fundraising expertise, and collaborative teamwork in driving philanthropic success within the organization.

Preferred qualifications:

- Successful major gifts fundraising (\$5,000 to \$1 million+) and donor mo567ves management.
- Effective cultivation and solicitation strategist.
- Success with planned giving.
- Experience with endowment campaigns.
- Established relationships with major donor prospects in the Vail Valley and Denver area.
- Experience with Virtuous donor management software.

Physical Aspects of the Job

This position requires the ability to: travel within the service area; use the computer, telephone, and electronic mail systems; lift 25 pounds; and lead meetings and speak in public. The above statements are not intended to encompass all functions and qualifications of the position. Rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this job description.

Compensation

This is a full-time salaried position. Benefits include medical, dental, vision, and life insurance, short and long term disability, paid holidays, paid time off, paid sick leave, Pro Deals, and a season pass. The position is open until filled and may be located in any SOS office in the following locations: Eagle County, CO; Denver, CO; Lake Tahoe, CA/NV; and Park City/Salt Lake City, UT. The position is structured around a Monday-Friday work schedule - with evening, weekend and travel commitments (especially throughout the fall and winter seasons).

SOS Outreach follows an equal employment opportunity policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, age, physical or mental ability, veteran status, military obligations, pregnancy or marital status.