

Job Description: Director of Advancement

Part-time, 20 hours per week. Open to a contracted position.

Location: Remote

Schedule: Flexible

The Organization:

Strategies for Children leads the way towards meaningful change in early childhood systems across Massachusetts by connecting people to people, people to policy, and people to power.

For 25 years, SFC has been the lead advocate in the Commonwealth supporting young children, families and educators. SFC initiatives include [The 9:30 Call](#), [The Early Childhood Agenda](#), [The Advocacy Network for Early Childhood](#), [The Early Childhood Policy Pathways Fellowship](#), and our [Eye on Early Childhood](#) blog. For maximum impact, we play many roles including advocates for progress at the local, state and federal level; conveners and connectors to build community and relationships; and communicators to share accurate information and provide opportunities for feedback to policymakers.

As we look ahead, we are eager to authentically center and engage lived experience, connect and convene toward bold policy change and honor the past and launch the future.

SFC is looking for individuals who want to join our mission and share a commitment to advancing Massachusetts' early childhood systems for all.

Position Overview:

SFC is implementing a new strategic plan for 2025-2028. This plan features three strategic directions: centering lived experience and catalyzing change, convening community and organizing ourselves, and releasing the past and launching the future. To meet our plan's staffing, programming, and budget goals we will require new revenue sources. **SFC seeks an experienced and skilled Director of Advancement to grow and sustain our revenue in service of our strategic plan.** The Director of Advancement will guide the development and execution of SFC's fundraising strategy to build capacity, meet annual operating revenue targets, outreach to new funders and secure new funding. We seek an innovative thinker, effective communicator, and passionate advocate to join our team. The ideal candidate will advance SFC's financial and strategic position to sustain our organization in the short- and long-term.

Job Responsibilities:

- Develop multi-year fundraising strategy with support from Executive Director and Board of Directors. Target individual donors, corporate donors, and foundations to secure revenue needed to grow and sustain SFC's organizational capacity.
- Execute fundraising strategy with ongoing support from the Executive Director to advance SFC's advocacy, policy, research, communications, convening, and stakeholder engagement goals.

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- Work in partnership with Executive Director and Deputy Director to engage, cultivate, and steward existing, new, and prospective donors. Maintain a focus on gratitude, developing lasting relationships, attracting new donors, and re-engaging lapsed donors.
- Understand complexity within the ever-changing fields of philanthropy, nonprofits, early childhood, and public policy.
- Build and maintain effective relationships with Massachusetts' philanthropic community.
- Prepare and submit inquiries, application, proposals, and reports for funding in collaboration with Deputy Director.
- Draft external communications as needed.
- Develop and execute email and social media fundraising campaigns in coordination with the Director of Communication.
- Plan and oversee the coordination of fundraising special events as needed.
- Coordinate with the Director of Communication to develop and implement communications strategies that effectively communicate SFC's impact and increase the organization's visibility.
- Other duties as assigned.

Required Qualifications

- Bachelor's degree or advanced degree in a relevant field preferred.
- A proven track record of successful fundraising experience, preferably with exposure to nonprofit fundraising, and knowledge of the social, political, and nonprofit landscape of Massachusetts. 5+ years experience required, and 10+ years for higher end of salary range.
- Dedication to racial equity, including an understanding of the concepts of institutional and structural racism and bias and their impact on underserved and underrepresented communities.
- A network of fundraising professionals in Massachusetts preferred. This should span multiple geographic regions (i.e., Greater Boston, Central MA, Western MA, Cape and Islands).
- Passionate about early childhood education and care and SFC's mission.
- Strong oral and written communication skills; demonstrated ability to articulate sophisticated ideas, thoughts, and concepts clearly and optimally among external partners and key stakeholders.
- Demonstrated ability to work collaboratively with colleagues and key constituencies including excellent interpersonal skills, ability to build and sustain relationships, and work effectively with diverse groups of people.
- Analytical, strong problem-solving, time management, project management, and attention to detail.
- Effectively use computer programs including donor software.

Remote Work Environment Expectations:

- Be self-directed in completing tasks while working remotely.
- Communicate regularly and proactively with colleagues (as applicable) to promote effective team collaboration while working independently from a remote location or in a hybrid environment.

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- Maintain a remote working space that is reasonably free from distraction and in which you can conduct private or confidential conversations from time to time away from others who might overhear you.
- Be stationary (either sitting or standing) for extended periods during working hours while using a computer.
- Perform primarily screen-based work (e.g., view computer, phone, and/or tablet screens for extended periods during the day).

Salary Range: \$40,000 - \$50,000 (for part-time 20-hour position)

This position reports to the Executive Director.

Salary commensurate with experience. Benefits include: vacation and sick time, 401K available.

Strategies for Children (“SFC”) is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. SFC strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race (including natural and protective hairstyles), color, religion, gender, national origin, ancestry, sex, sexual orientation, age, pregnancy or pregnancy-related conditions, disability, military or veteran status, genetic information, gender identity or expression, transgender status, or any other characteristic protected by applicable law. This policy governs all aspects of recruiting, hiring, training, on-the-job treatment, SFC-sponsored activities, promotion, transfer, discharge and all other terms and conditions of employment.

Applicants are encouraged to send a resume, cover letter, short bio, LinkedIn profile link, and a list of two references to Titus DosRemedios at tdosremedios@strategiesforchildren.org. Please include “Director of Advancement” in the subject line. Applications will be reviewed on a rolling basis and accepted until the position is filled.