



Senior Director of Advancement

Supervisor: Executive Director

Supervising: Manager of Grants and Foundations, Development & Communications Associate, Digital Systems Specialist (consultant)

Status: Full-time (40 hours), Exempt, Hybrid

About the Organization:

Family Nurturing Center of Massachusetts (FNC) was founded in 1994 with the mission to advance the healthy development of children, caregivers, and communities through parenting education, early childhood engagement, coalition building, and training for providers. For more than 30 years, FNC has provided free family engagement programs in Boston's underserved neighborhoods, with recent expansion to Chelsea, MA, and offered nationally recognized training and professional development services.

Each year, FNC engages over 8,500 children, caregivers, and professionals. Programs are offered in multiple languages and are grounded in values of equity, collaboration, and family leadership. In 2020, FNC opened a 12,800-square-foot headquarters in Dorchester, expanding its capacity to serve families and strengthen community partnerships. With a staff of 72 (full and part-time), a committed cross-sector board of directors, and an annual operating budget of \$6M, FNC is poised for continued impact.

About the Opportunity:

The Senior Director of Advancement serves as a member of Family Nurturing Center's Executive Leadership Team and as the Executive Director's strategic partner for philanthropy, communications, and external engagement. This executive leadership role provides strategic leadership for developing and executing a comprehensive resource development strategy that advances FNC's mission, strengthens long-term financial sustainability, and expands the organization's impact across Massachusetts.

Working with the Development Team (Manager of Grants and Foundations, Development & Communications Associate, Digital Systems Specialist) the Senior Director of Advancement has ultimate responsibility for individual giving, institutional philanthropy, public funding strategy, marketing and communications, donor engagement, and community partnerships. This role also partners closely with the Senior Director of Programs & Impact to identify emerging community needs, shape funding priorities, and pursue public and private funding opportunities that deepen FNC's impact.

This leader will inherit a strong foundation of philanthropic relationships, organizational credibility, and community trust while playing a pivotal role in shaping the next chapter of FNC's advancement strategy during an exciting period of organizational growth and leadership transition.

Principal Duties and Responsibilities:

Advancement Strategy & Resource Development

- Serve as a member of the Executive Leadership Team, contributing to organizational strategy, annual planning, budgeting, and enterprise-wide decision-making.
- Partner with the Executive Director to develop and execute FNC's comprehensive resource development strategy in support of the organization's mission, strategic priorities, and long-term financial sustainability.
- Advise the Executive Director on fundraising strategy, philanthropic trends, external partnerships, and opportunities to diversify organizational revenue.
- Partner with the Executive Director and Board leadership to strengthen Board engagement in philanthropy, stewardship, and resource development.
- Represent FNC with donors, foundations, corporate partners, government agencies, and community stakeholders while serving as an ambassador for the organization's mission and values.

Leadership and Resource Development:

- Lead the development and execution of a comprehensive resource development strategy that integrates individual giving, institutional philanthropy, public funding, corporate partnerships, events, and communications.
- Develop and personally manage a portfolio of major donors and prospects while partnering with the Executive Director and Board to expand philanthropic support.
- Execute annual fundraising planning and execution to achieve organizational revenue goals established in partnership with the Executive Director and Board of Directors.
- Identify opportunities to diversify revenue and strengthen FNC's long-term financial sustainability.
- Evaluate fundraising performance and recommend strategic adjustments based on organizational priorities, fundraising results, and emerging opportunities.
- Provide strategic oversight of institutional fundraising, partnering with the Manager of Grants & Foundations to ensure high-quality proposal development, strong funder stewardship, and continuous improvement of FNC's institutional fundraising strategy.

- Partner with the Senior Director of Programs & Impact and Director of Finance & Administration to identify and pursue public grants, government contracts, and strategic funding opportunities that strengthen organizational impact and financial sustainability.
- Co-lead the development of competitive public grant and contract proposals, ensuring alignment between organizational priorities, programmatic needs, and funding opportunities.

Advancement Operations:

- Supervise the Development & Communications Associate and Manager of Grants & Foundations.
- Provide strategic oversight of advancement systems, donor stewardship processes, CRM utilization, digital fundraising, consultant relationships, and data integrity.
- Lead systems improvements that strengthen fundraising operations, donor engagement, reporting, and organizational efficiency.
- Ensure effective management of advancement data, gift processing, internal reconciliations, fundraising analytics, and related operational processes.
- Evaluate future Advancement staffing needs and make recommendations as organizational capacity and resources evolve.

Board and Donor Engagement:

- Convene, steward, and support the Development Committee of the Board of Directors.
- Partner with Board leadership to strengthen Board engagement in fundraising, donor stewardship, and philanthropic leadership.
- Support Board members in identifying, cultivating, soliciting, and stewarding prospective donors and strategic partners.
- Develop strategies to cultivate, solicit, steward, and retain individual, corporate, foundation, and institutional donors.

Events and Community Engagement:

- Oversee the planning and execution of fundraising and donor engagement events, including FNC's Gala (as applicable), donor cultivation events, open houses, corporate engagement opportunities, and other strategic initiatives that strengthen philanthropic relationships and organizational visibility.
- Create meaningful opportunities for donors, partners, and community stakeholders to engage with FNC's mission, programs, staff, and organizational impact.

- Support volunteer engagement initiatives, including stewardship of corporate volunteer partnerships, as appropriate.

Marketing and Communications:

- Lead the development and execution of FNC's annual marketing and communications strategy.
- Provide strategic leadership for organizational communications, working in partnership with the Development & Communications Associate and Digital Systems Consultant.
- Partner with the Senior Director of Programs & Impact and Evaluation Specialist to leverage program outcomes, evaluation data, and stories that communicate FNC's impact to donors, funders, and the broader community.
- Ensure consistent organizational messaging, brand stewardship, and external communications that strengthen FNC's visibility and reputation.

Qualifications:

Required

- Bachelor's degree or equivalent combination of education and relevant professional experience.
- Seven or more years of progressively responsible fundraising leadership experience within a nonprofit organization, including experience securing support from individual, foundation, corporate, and institutional funders.
- Four or more years of experience leading and developing fundraising professionals, with demonstrated success building collaborative, high-performing teams.
- Demonstrated success cultivating, soliciting, and stewarding five- and six-figure gifts.
- Demonstrated experience developing and implementing comprehensive fundraising strategies that diversify revenue and support long-term organizational sustainability.
- Experience partnering with executive leadership, Boards of Directors, and volunteers to achieve fundraising and organizational goals.
- Exceptional written, verbal, and interpersonal communication skills, including the ability to develop compelling proposals, presentations, and donor communications.
- Demonstrated ability to think strategically, manage competing priorities, and translate vision into measurable results.
- Demonstrated commitment to advancing equitable outcomes for children, families, and communities, with the ability to build authentic relationships across diverse racial, ethnic, linguistic, cultural, and socioeconomic communities.

Preferred

- Master's degree in Nonprofit Management, Business Administration, Public Administration, Communications, Philanthropy, or related field.
- Experience securing seven-figure gifts and developing transformational philanthropic partnerships.
- Experience leading institutional fundraising, including foundation grants; experience with public grants and government contracts is strongly preferred.
- Experience overseeing marketing, communications, and organizational branding.
- Familiarity with family support services, early childhood, behavioral health, or community-based human services.
- Familiarity with the communities and neighborhoods served by Family Nurturing Center.
- Experience using Salesforce or a comparable CRM to support fundraising strategy, donor stewardship, and reporting.
- Bilingual or multilingual skills are welcomed and valued.

Core Competencies

- **Strategic Leadership** – Develops long-term resource development strategies that align philanthropy, communications, and organizational priorities.
- **Enterprise Thinking** – Contributes to Executive Leadership Team decision-making by balancing fundraising goals with organizational sustainability and cross-functional priorities.
- **Resource Development & Revenue Strategy** – Demonstrates expertise across major gifts, institutional fundraising, donor stewardship, and revenue diversification.
- **Relationship Building & Influence** – Builds authentic, trust-based relationships with donors, Board members, staff, funders, community partners, and other stakeholders.
- **People Leadership** – Recruits, develops, coaches, and empowers high-performing teams while fostering accountability, collaboration, and continuous learning.
- **Communication & Storytelling** – Effectively communicates FNC's mission and impact through compelling written, verbal, and presentation skills.
- **Cultural Responsiveness & Community Partnership** – Leads with cultural humility, values diverse perspectives, and builds meaningful partnerships with the children, families, and communities served by FNC.

Compensation: The salary range for this position is \$145,000 - \$155,000, commensurate with experience. FNC offers a comprehensive benefits package, including generous paid time off.

To Apply: Please submit a cover letter and resume to **FNC Hiring** at hiring@familynurturing.org