



Position Title	Development Director
Department	Leadership Team
Reports to	Executive Director (primary) & Deputy Director
Supervises	Grant Writer (consultant), Marketing Consultant, Marketing & Communication Specialist
Status	Full-time, Exempt
Updated	9-2024

Position Summary

Reporting to and in partnership with the Executive Director (ED), the Development Director will spearhead fundraising efforts to support Mosaic Georgia’s programs and services and fuel its bold strategic plan. The Development Director is a critical member of the leadership team, conveying the importance of Mosaic’s confidential services to people and organizations that care about community well-being. The person is comfortable de-stigmatizing interpersonal violence and advocating for safety, health, and justice for children and adults who experienced sexual abuse and violence.

Responsibilities

The Development Director is responsible for the strategy and execution of all fundraising activities to secure financial support from individuals, foundations, government agencies, and corporations. The Development Director will work with the senior leadership team and supervise the marketing and communications team and grant writer to meet the annual objectives. Expected responsibilities of this new Development Director position include:

- Execute and update the annual development workplan throughout the year
- Oversee the marketing team to ensure consistent communication via social media and email campaigns throughout the year, including in support of special events and campaigns
- Secure financial support from individuals, foundations, and corporations, strengthening existing and building new relationships to grow revenue year over year
- Maintain accurate and organized donor data in the Salesforce CRM and SharePoint
- Lead moves-management strategies for major donors, engaging the ED and Board of Directors
- Create and execute a strategy for sustaining and growing individual donors, including an end of year campaign, peer-to-peer giving, and campaign around Sexual Assault Awareness and Child Abuse Prevention month each April
- Engage with donors year-round, recognizing the impact of their gifts, communicating progress and results, inspiring involvement, and ensuring a high quality donor experience
- Oversee the grant writer in developing and tracking foundation applications and reports and ensure ongoing communication with funders
- Develop and launch affinity groups to engage interest in and support of Mosaic Georgia programs
- Lead sponsorship acquisition and oversee planning and delivery Mosaic Masterpieces, an annual art reception, and other events as identified
- Lead the implementation of introducing new donation methods (such as cryptocurrency or planned giving) to the organization and its donor base

Work Environment

Mosaic Georgia fosters a culture of collaboration and teamwork and provides most of its direct services in-person. We expect this new Mosaic leader to get to know the people, programs, and workflows by working in the office as the primary worksite. Community engagement will also require time in community events, meeting with board members, funders, and partners.

Qualifications

- At least four years of progressive experience in nonprofit development/fundraising
- Demonstrated success in donor cultivation, stewardship, and retention with a desire to grow professionally and make a significant impact
- Goal-oriented and resilient, with a strong focus on achieving financial targets and building relationships over time
- Exceptional written and verbal communication skills, with ability to effectively convey Mosaic's mission and impact to diverse stakeholders
- Collaborative manager and effective motivator of teams (internal and external)
- Strong organizational skills to manage multiple projects and deadlines effectively
- Proficient in Salesforce CRM and other relevant marketing and development software and tools
- CFRE certification preferred but not required; equivalent experience will be considered

Compensation Package

Mosaic Georgia offers a competitive compensation package:

- Comprehensive health benefits: 100% employer-paid medical, dental and vision insurance, life insurance, effective date of hire
- Retirement plan: SIMPLE IRA with Employer match up to 3%
- Generous Paid Time Off including vacation, employee illness/mental health days, personal leave hours, and up to 14 legal holidays/observances
- Professional development fund for professional growth and learning opportunities

Mosaic Georgia provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics protected veteran status, sexual orientation, gender identity or expression or any other characteristic protected by federal, state or local law.

All employment is subject to satisfactory background check, including fingerprinting, as required by federal funders to reduce risks to children, youth, and others in our care.