



Senior Director of Development

This is a civilian employee position that works for a 501(c)3 non-profit that supports the Air Force Academy. This position does not require military service or graduation from the United States Air Force Academy.

UNITED STATES AIR FORCE ACADEMY ASSOCIATION & FOUNDATION

The United States Air Force Academy Association & Foundation (“Association & Foundation”) believe strongly that the United States Air Force Academy (“Academy”) is a vital national resource, upholding the invaluable mission of developing leaders of character for our Air Force, Space Force and nation. The Association & Foundation have joined forces to accomplish their complementary missions to actively support these leaders as well as the Academy and its cadets.

The core values of the United States Air Force Academy are Integrity First, Service Before Self, and Excellence in All We Do. These same core values guide the Association & Foundation, as well as our boards and staff.

THE OVERVIEW

The Association & Foundation, in support of the U.S. Air Force Academy, seeks an ambitious, motivated and experienced professional to serve as a Senior Director of Development. This position will report to the Assistant Vice President of Development and serve as a vital member of the major and planned gifts team. The Association & Foundation is the largest fundraising organization for the Academy, allowing fundraisers to present opportunities across all departments of the institution in a wide-ranging and professionally rewarding way. This individual will join a team that is committed to grow the philanthropic support of one of the nation’s premier institutions.

DAILY RESPONSIBILITIES

- Understand, uphold, and promote the ethical standards and core values of the Academy, and the Association & Foundation.
- Learn and understand how the Association & Foundation interacts with the Academy and other Academy-related nonprofit organizations that support various areas of the Academy.
- Develop and implement programs and strategies to identify, cultivate, solicit, and steward a portfolio of graduates, parents and friends of USAFA for significant private gifts to USAFA-approved institutional priorities; emphasis on gifts of \$100,000 and higher.
- Directly supervise up to three major gift officers focused on raising 5-7 figure gifts.
- Provide strategic leadership to gift officers and ensure performance metrics are met.
- Establish relationships with donors and, with established metrics, complete substantive donor meetings and related activity on a monthly basis.
- Organize and coordinate the execution of all major gift fundraising activities, including proposal writing and collaborating with donor relations and event teams on cultivation and stewardship activities for your region and donor portfolio.

- Work with prospect management to identify and qualify new prospects to seed short and long-term pipeline development.
- Meet regularly with prospects and volunteers, requiring significant overnight or weekend travel within the United States, including some evening and weekend work.
- Consistently record and track all donor interactions and proposals using the Foundation and Association's CRM.
- Collaborate with the annual and class giving team on pipeline development as well as prospects and donors for milestone class giving projects.
- Keep abreast of Air Force, USAFA and departmental priorities, programs, personalities, and events.
- Perform other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

- Supervisory experience that includes development and implementation of donor strategies.
- Outstanding skills in building, cultivating, and stewarding relationships with internal and external stakeholders.
- Excellent written and oral communication skills along with strong social skills, instincts, judgement and integrity.
- A strong work ethic, a commitment to high performance and teamwork and a proven ability and desire to reach increasingly aggressive goals.
- Ability to solve problems and manage multiple tasks concurrently, which will require excellent organizational skills.
- Apply initiative, creativity and sound judgment to appropriate situations.
- Adept at using persuasive language to promote visionary gift opportunities.
- A willingness to work collaboratively with colleagues and with a diverse constituent base.
- Ability to work independently and in a team environment.
- Work accurately and thoughtfully under pressure.

REQUIRED QUALIFICATIONS

- A bachelor's degree is required.
- 8-10 years of fundraising experience and a proven track record in closing major gifts.
- Exceptional leadership and management skills with the ability to inspire teams, elevate the performance of others, and deliver results in a fast-paced environment.
- An ability to travel 25%-40% within the United States which will include night and weekend work.
- A valid driver's license and any related insurances.
- An ability to pass a DBIDS Background check for which are required in order to maintain access to the Association & Foundation's principal offices on the Academy.

PREFERRED QUALIFICATIONS

- Advanced degree is preferred.
- A background with higher education fundraising experience.
- An ability to articulate eloquently the value of a federal service academy and the particular mission of the United States Air Force Academy, its curriculum, programs, research, aspirations, commitment to the nation, and the unique experience it provides cadets.
- Individuals with service in the military, especially the U.S. Air Force, will be given strong consideration.

COMPENSATION AND BENEFITS

The salary range for this position is \$105,000-\$125,000. The Association & Foundation offers a competitive benefits package for full-time employees including but not limited to:

- Medical/Dental/Vision
- 401(k) – up to a 6% match
- Generous Paid Time Off (PTO) policy
- 12 Holidays
- Employer Paid Life Insurance
- Free tickets to Air Force Basketball, Hockey etc.
- Gym access

At the Association & Foundation, collaboration and teamwork are critical to our success. For this reason, we value our time working side by side in the office. We also know that the flexibility to work remotely from time to time can provide a healthy balance throughout the week. Our goal is to create a flexible, supportive work environment that fosters employee well-being and productivity.

Employees are expected to work from the office location Monday through Thursday and have the option to work remotely on Fridays.

SUBMISSION INSTRUCTIONS:

Applicants must submit a cover letter and a resume to receive full consideration. Applications can be submitted via https://recruiting.myapps.paychex.com/appone/MainInfoReq.asp?R_ID=7087015. The position will remain open until filled.