



Senior Director of Development Position Overview

The Senior Director of Development serves as a key senior leadership team member and an active strategic decision-maker at Boston CASA. This role is responsible for strengthening and scaling a diversified, sustainable fundraising program that supports Boston CASA's five-year Plan for Growth. Working in close partnership with the Executive Director, the Senior Director of Development will lead the development and execution of a comprehensive fundraising strategy with a strong emphasis on growing individual major gifts and corporate partnerships, while sustaining and deepening Boston CASA's foundation and public funding base. The Senior Director of Development will help guide the organization's growth from a \$1.3M budget in FY23 to \$2.7M by FY28 by building a strong donor pipeline, increasing donor retention, and reducing overreliance on any single funding source.

The Senior Director of Development will oversee all fundraising programs and development-related communications, foster a culture of shared fundraising ownership across staff and board, and ensure that systems, data, and metrics are used to drive decision-making and long-term sustainability. The Senior Director of Development reports directly to the Executive Director.

Core Responsibilities

Fundraising Strategy & Revenue Diversification

- Partner with the Executive Director and strategic growth consultant to design, implement, and continuously refine a multi-year fundraising strategy aligned with Boston CASA's growth goals and informed by BPS best practices
- Work cross team with other members of the development team to strengthen revenue diversification across major gifts, individual giving, corporate partnerships, foundations, and government funding
- Establish clear annual and multi-year fundraising goals, benchmarks, and projections to support organizational sustainability

Major Gifts & Individual Donor Pipeline

- Build and manage a high-performing major gifts program, including prospect identification, cultivation, solicitation, and stewardship
- Develop and oversee a strategic donor pipeline that moves supporters from entry-level giving to increased engagement and larger commitments over time
- Personally manage and solicit a portfolio of major gift donors and prospects, and manage portfolios for the Executive Director and Board leadership

Corporate, Foundation & Institutional Partnerships

- Lead strategy for corporate partnerships and sponsorships, ensuring alignment with mission, impact, and long-term value
- Oversee foundation and government fundraising efforts in collaboration with senior leadership, ensuring proposals, reporting, and compliance meet funder expectations
- Steward institutional funders through strong communication, reporting, and relationship

Management Board & Organizational Engagement

- Serve as a strategic partner to the Board of Directors and Development Committee, supporting fundraising goal-setting, donor outreach, and accountability

- Equip board members with tools, training, and support to actively participate in fundraising and donor stewardship
- Promote a culture of philanthropy in which fundraising is understood as a shared responsibility across leadership, staff, and board

Development Operations, Systems & Metrics

- Oversee development operations for individual giving, including donor database/CRM management, gift processing, acknowledgments, and reporting
- Use data and dashboards to track performance, donor retention, pipeline movement, and progress toward goals
- Ensure development systems and processes are scalable, efficient, and aligned with best practices

Communications & Donor Stewardship

- Collaborate with program and communications staff to ensure compelling, consistent, and impact-driven messaging for donors and funders
- Oversee donor communications, stewardship plans, and recognition strategies that deepen engagement and loyalty
- Ensure that donor communications clearly connect philanthropy to outcomes, growth, and impact

Senior Leadership & Organizational Strategy

- Serve as an active member of the Senior Leadership Team, contributing to organizational planning, budgeting, and strategic decision-making
- Support long-term financial sustainability by aligning fundraising strategy with staffing, program growth, and infrastructure investments
- Model Boston CASA's guiding principles and commitment to equity, transparency, and collaboration

Qualifications & Experience

Required Qualifications

- 7-10+ years of progressive nonprofit fundraising experience, with a strong emphasis on major gifts
- Demonstrated success building and managing donor pipelines and securing six figure gifts from individuals and/or institutions
- Experience leading fundraising strategy during periods of organizational growth or transformation
- Strong analytical skills and comfort using data to inform fundraising decisions
- Experience partnering closely with executive leadership and boards

Preferred Qualifications

- Experience in child welfare, youth services, legal advocacy, or human services
- Experience implementing recommendations from fundraising audits or consultants
- Familiarity with CRM systems and fundraising dashboards
- Strong commitment to equity, inclusion, and mission-centered leadership
- Past experience with wealth screening tools like Wealth Engine or Donor Search preferred

Core Competencies

- Strategic, systems-oriented thinking
- Relationship-centered fundraising approach
- Results-driven with strong accountability
- Excellent communication and storytelling skills
- Ability to lead through change and growth

Compensation & Benefits

Salary: 120K-134K

Boston CASA offers a comprehensive benefits package, including health insurance, paid time off, holidays, and professional development opportunities.

Application Instructions: Interested candidates should submit a résumé and cover letter to hr@bostoncasa.org. The cover letter should highlight the candidate's experience securing significant philanthropic investments, including six-figure gifts, and leading fundraising growth during periods of organizational expansion or transformation. Candidates are also encouraged to describe their alignment with and commitment to Boston CASA's mission and the populations we serve. In the cover letter, please also include where you saw the position posted.

Applications will be accepted until the position is filled.

At Boston CASA, we don't just accept difference - we celebrate it, support it, and thrive on it for the benefit of our team and the communities we serve. Boston CASA is an equal opportunity employer and as such, we do not discriminate against any team member or candidate because of race, creed, color, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age, genetic information, veteran status, marital status, pregnancy, or any other basis protected by law. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.