



AnnieCannons – Director of Development

AnnieCannons is seeking a Director of Development to take on an exciting opportunity to grow our fundraising and development operations. The successful applicant will understand how to build strong relationships with funding partners and help establish a vision for the department as well as goals and strategies. The Director of Development will plan and implement a development and fundraising program to provide for the short- and long-term needs of the organization. Additionally, this position will help to curate the external messaging for the organization and support the internal data collection and reporting mechanisms for partners.

The ideal candidate will have a passion for our nonprofit mission and our aims to grow our programs to serve more survivors. They are fluent in nonprofit fundraising strategies, individual giving, and funder relations. They are keen at crafting thoughtful and value-driven messages to share information about the organization, educate donors, and bring more stakeholders to our work. They are collaborative, driven, and enthusiastic about setting up structures and campaigns to help scale our work and support our staff. They are a strong communicator who can balance empathy and accountability in interactions and expectations. They will be committed to strengthening the impact of our programs and maintaining relevant, robust performance metrics that bolsters the sustainability of the organization.

Who We Are

AnnieCannons is a nonprofit organization with a mission to train, prepare, and connect individuals who have experienced human trafficking to sustainable careers in tech. Our training program is designed to economically empower survivors through in-demand technology skills training, job readiness support, and work pathways into the technology industry. We believe that by linking survivors to meaningful careers and incomes, they will have the means to gain



economic power, achieve financial independence, and permanently break the cycle of poverty and vulnerability that leads to exploitation.

In 2023, we are launching our redesigned coding training program that is 100% remote and offered at no cost to our students. Our modular course design gives students the critical agency they deserve to move between classes of their choosing at their own pace. Our team and our students are spread across the continental U.S. and enjoy both synchronous and asynchronous scheduling and collaboration.

What You Will Do

The Director of Development may be based anywhere in the United States or its territories, reports to the CEO, and is responsible for the following:

Leadership

- Serve as an ambassador for AC and the communities we serve.
- Collaborate with the CEO, Board, and leadership team to strengthen AC's culture of philanthropy.
- In partnership with the CEO, set fundraising strategies and plans to ensure financial goals are achieved through multiple fundraising approaches/channels.
- Align strategic growth priorities with development opportunities.
- Educate donors about AC, our mission, and the need for our services.
- Coordinate development initiatives and reports for leadership and the Board.

Annual Giving, Stellar Circle, Corporate Giving & Grants

- Implement a fundraising plan with annual benchmarks for the engagement of donors and partners that includes individuals, corporations, foundations, government, and other nonprofit organizations that support AnnieCannons.



- In partnership with the leadership team, build, update and implement AC's annual fundraising plan to achieve the annual financial goal.
- Direct and execute a strong, consistent, relational major gifts program (Stellar Circle) and systematize a planned giving program.
- In partnership with the CEO and staff, develop a comprehensive corporate giving strategy to engage corporations in supporting AnnieCannons's initiatives.
- In collaboration with the CEO and a grant writer, develop annual grant strategy and goals that build and sustain relationships with private foundations.
- Collaborate with program and staff to develop and track proposals, outcomes, and reporting requirements for all grants.
- Maintain a portfolio of top corporations, foundation, leadership, and individual donors and prospects.
- Manage the gift cycle including initiating contacts, developing and implementing cultivation strategies, moving potential donors to solicitation and closure, making solicitations when appropriate, and managing all donor stewardship activities.
- Oversee the implementation of a donor software program and manage staff responsible for data entry and gift processing.

Development and Philanthropic Communications

- In partnership with the CEO, develop a comprehensive development-focused communications strategy, integrating into AnnieCannons's larger plan for a growing awareness of AnnieCannons' impact and role in the community.
- Manage donor communications for high-level, strategic fundraising opportunities.
- Communicate fundraising goals throughout the organization and empower team members to participate in accomplishing AnnieCannons' annual goals.
- Ensure that accurate and updated records of all communications and donor information are maintained in donor systems.



Who You Are and the Keys to Success

To be successful in this job, you will excel in four areas:

- **Leadership and strategic planning experience and skills**
 - **Strategist's mind:** You quickly grasp the subtleties of complex issues and identify patterns in challenges. You come up with insightful, pragmatic, equitable, and sustainable ways to tackle common challenges and produce positive change. You have a successful track record of taking a concept from idea to implementation.
 - **Vision and goal setting:** You adapt to the evolving needs of the organization and think 3 (or 30) steps ahead to develop solutions that achieve goals in their realm.
 - **Innovative and resourceful:** You consistently overcome challenges and leverage resources to creatively solve problems. You propose solutions to issues without much guidance (but aren't afraid to ask questions). You proactively ask for help, anticipate problems, and course-correct where needed.
- **Community building and donor relations**
 - **Donor cultivation and donor management:** You have experience cultivating and maintaining investors in a mission-driven organization. You have experience cultivating and securing major grants and/or high-net-worth individual investors who care deeply about a given cause.
- **Network builder:** As Director of Development, you will work driving success and achieving revenue goals through positive engagement with staff and



community stakeholders. Utilizing your networking skills, you will identify and cultivate relationships with key community leaders and corporate partners. You build successful growth strategies through community and partnership engagement for AnnieCannons' programs.

- **Technical skills and capacity**

- **Operational and technical experience:** You have experience developing and implementing fundraising plans across various types of donors. You are strongly proficient in tools that track outcomes, success, and metrics to donor cultivation retention and grant management.
- **Campaign development:** You have developed campaigns, communications, and outreach strategies for cultivating new donors. You are responsive to the sensitivities around storytelling that AnnieCannons preserves as a part of its company values.

- **Subject Area Knowledge and Understanding**

- **Knowledge and familiarity with equity and inclusion principles:** You recognize ways that race and other identities intersect in the work, especially with communities we serve. You are comfortable talking about identities such as race, ethnicity, sexual orientation, class, ability, or gender in plain, specific terms. You understand the historical context for racial inequity and its present-day implications.
- **Familiarity with the implications of human trafficking:** You are able to articulate the implications of human trafficking on individuals and the



subsequent barriers they experience. You are willing to promote survivor safety, stability, support, agency, and identity through our messaging and partnership building.

- o **Self-awareness and emotional intelligence:** You are able to reflect on and describe the impact of one's own identities - and those of others - in a given situation, decision, or process. You can demonstrate awareness of growing edges and are able to hear, reflect, act on, and learn from feedback about identity and equity.

What Else You Should Know

This is a full-time remote position. The beginning salary ranges from \$85,000 to \$92,000, with exact salary depending on experience. AnnieCannons offers excellent benefits including medical, dental, and vision coverage; a retirement savings plan; a generous leave policy; and a community wellness program.

AnnieCannons is an equal opportunity employer who celebrates and promotes diversity, with a commitment to an inclusive and respectful environment for all. We make a particular effort to recruit and encourage candidates to apply who have been affected by human trafficking or exploitation or are at greatest risk of being trafficked including Black, Indigenous, and people of color; queer, transgender, and nonbinary people; and people with disabilities.

We also strive to ensure that our hiring process meets your needs. If there are accommodations that would help you, please email jobs@anniecannons.com.