

For Immediate Hire

VP Business Development

All potential candidates must respond with a resume and a customized cover letter. Applications without a cover letter will not be considered. Applications will be accepted until the position is filled. Interested candidates can apply to Quinn Slaughter (QuinnS@biglittlcolorado.org), Human Resources (hr@biglittlcolorado.org), or online: <https://biglittlcolorado.bamboohr.com/careers/60>

BIG BROTHERS BIG SISTERS OF COLORADO MISSION

Our mission is to create and support mentoring relationships that ignite the power and promise of youth. By partnering with youth mentees, parents/guardians, volunteers, local communities, and caring philanthropists, we are accountable for each child in our program achieving: higher aspirations, greater confidence, better relationships, increased sense of belonging with improved mental health, avoidance of risky behaviors, and educational success.

ABOUT BIG BROTHERS BIG SISTERS OF COLORADO

Founded in 1918, Big Brothers Big Sisters of Colorado believes that every child has inherent and incredible potential. To help youth tap their highest potential, BBBSC's mentoring programs utilize a whole-child mentoring approach to create, monitor, and support mentoring relationships. With support from BBBSC's professional staff, mentees and mentors develop authentic relationships that help youth achieve success now (*both in and out of school*) and long into the future (*post-secondary education and the workforce*).

Commitment to Justice, Equity, Diversity and Inclusion (JEDI): We are committed to creating and cultivating a safe environment where all individuals feel respected and valued equally. We, BBBSC (Big Brothers Big Sisters of Colorado) staff and BOD, are committed to a nondiscriminatory and anti-racist approach and are committed to dismantling any inequities within our policies, systems, programs, and services.

VICE PRESIDENT OF BUSINESS DEVELOPMENT:

Reporting to the Chief Executive Officer (CEO), the Vice President (VP) of Business Development serves as a key leadership team member and an active participant in making strategic decisions affecting BBBSC. In partnership with the CEO, this position is responsible for all fundraising and development activities. The successful candidate will help forge new relationships to build BBBSC's visibility, impact, and financial resources. This incumbent will design and implement a comprehensive plan for developing key external alliances by cultivating individual and philanthropic support.

The VP of Business Development will have primary responsibility for establishing and implementing the infrastructure needed to attain a sustainable revenue target of \$3.2-3.4M, through the increase of the volume of individual gifts and solicitation of major gifts, federal and state grants, special events, and corporate and foundation support. It is expected that the amount raised by BBBSC will increase in 2 years to \$4M sustainable revenue as the VP of Business Development systematically and effectively strengthens the organization's overall fundraising capacity.



This incumbent will diversify BBBSC's donor base/pipeline and work closely with other executive team members to secure funding for new initiatives. In addition, the VP of Business Development will work closely with the board of directors and support board members in their core fiduciary fundraising role.

The successful candidate must have experience, talent, and enthusiasm for designing and implementing a business development strategy, as well as knowledge and skill in budgeting, planning, funds management and accountability.

TOP STRATEGIES TO INCREASE REVENUE OVER THE NEXT TWO YEARS

- Create current Big and Alumni Big/Little Cultivation Strategy.
- Develop a strategy to exponentially increase individual giving at the \$1k-5k level annually.
- Identify 3 additional major gifts currently in our database or new donors at the \$10k and above level, (individual, corporate, private foundation).
- Increase recurring donors, monthly and annually.
- Strengthen/increase fundraising capacity of a changing board, building and maintaining a collective board give/get of 10% of annual revenue budget.
- Secure and sustain \$250k plus state funding annually with an emphasis on Violence Prevention (specifically the Tony Grampsas/TGYS) funding specifically designated for mentoring programs that uses evidence based/informed programs, and state and local funding for juvenile justice prevention and post-secondary readiness.
- Beyond the Juvenile Justice and Delinquency Prevention federal funding already received as a national BBBS (Big Brothers Big Sisters) subgrantee, secure one federal multi-year grant award of \$500k plus per year by the end of FY2026.
- In partnership with the VP of Marketing, secure at least \$370k in funding via corporate programmatic partnerships, grants, and all sponsorships.
- Reach and maintain gross revenue of \$500k in event revenue for the annual gala.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide strong vision, leadership, strategic planning, direction, and evaluation, to design and meet the agency's annual and long-term growth goals for fundraising and marketing to ensure success.
- Collaborate with VPs and Directors across the organization chart to continue to strengthen a culture of philanthropy.
- Create, implement, and measure an annual development plan for the organization.
- Create and understand the budgeting process and accountability toward goals.
- Collaborate with CEO and VP of Finance to develop and implement financial strategy.
- Consistently make direct solicitation calls and visits.
- Cultivate, collaborate with and lead the Board of Directors in fundraising
- In partnership with the executive team, define development aspects of the agency's strategic planning processes.
- Provide strategic insight and support for all volunteer leadership boards and committees.



- Serve as member of the executive team, helping to create and maintain a values-based, high performing culture and providing advice and counsel while contributing to organization-wide strategic discussions, issues, and decision-making.
- Recruit, hire, train and manage development staff according to agency protocols.
- Attend appropriate community events to meet and steward current and new donors.
- Introduce and build connection between the CEO and philanthropic partners.

SUPERVISORY DUTIES

Serve as Department head and oversight of development department consisting of four direct reports.

QUALIFICATIONS

- Passion for Big Brothers Big Sisters of Colorado's mission.
- Proven ability to raise and maintain a \$3M+ revenue budget, year over year.
- Demonstrate leadership skills to strategically lead a development team and forge relationships with multiple donor sources and leading a team.
- Tangible experience of having expanded and cultivated existing donor relationships over time.
- Bachelor's Degree required – preferably in business or a related area.
- Strong relations in Colorado's philanthropic community preferred.
- Ability to communicate the impact of donations and make giving personally meaningful.
- Demonstrated ability to build and maintain relationships with donors, sponsors, and partners.
- Knowledge of CRM software and fundraising platform.
- Strong strategic thinking and problem-solving skills.
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and build long-term relationships.
- Strong organizational skills.
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical fundraising initiatives.
- Ability to construct, articulate, and implement annual strategic development plan.

COMPENSATION

Our goal is to make all aspects of working with us transparent. That includes our offer process. When we have identified talent that is a good fit for BBBSC, we work hard to present an equitable and fair offer. We look at your knowledge, skills, and experience along with your compensation expectations and align that with our company equity processes to determine our offer ranges.

We value and want to support our team members, and are proud to offer a comprehensive compensation package that includes the following:



- The salary range for this position is \$95,000-\$120,000 dependent on experience.
- Excellent benefits including company paid medical, dental, vision for the employee.
- Many other work-life balance benefits.

PHYSICAL DEMANDS:

This position is regularly required to sit, stand, walk, speak, and hear. The position requires extensive computer use, so the employee must have sufficient hand dexterity to use a computer keyboard and read a computer screen. Reasonable accommodation may be made to enable otherwise qualified individuals with disabilities to perform the essential functions.

LIMITATIONS AND DISCLAIMER:

This job announcement in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor in compliance with Federal and State Laws.

Requirements are representative of minimum levels of knowledge, skills, and/or abilities. To perform this job successfully, the employee must possess the abilities or aptitudes to perform each duty proficiently. Continued employment remains on an “at-will” basis.

