

Senior Director of Development

For more than 20 years, [Excelencia in Education](#) has accelerated Latino, and all, student success in higher education by identifying institutional barriers and advancing evidence-based practices that drive system-level change. Through initiatives such as the [Seal of Excelencia](#), the [Examples of Excelencia](#), and a portfolio of [research and policy work](#), *Excelencia* influences how colleges, universities, and decision-makers define, measure, and improve student success. This work is supported by a foundation-anchored funding portfolio of approximately \$7M, complemented by corporate partnerships and significant philanthropic investments, intentionally built without government funding. As *Excelencia's* impact, visibility, and funder relationships continue to grow, the organization is well-positioned to bring on dedicated development leadership to support continued progress.

Excelencia is seeking its first Senior Director of Development to formalize and scale a successful founder-led fundraising operation into a durable, organization-wide function. In this role, you will partner closely with founding leadership to strengthen development infrastructure, establish systems and processes, and ensure knowledge transfer and continuity. You will steward existing foundation and corporate funder relationships while expanding the funding base, support proposal development and reporting, and manage donor communications and stewardship. The Senior Director of Development will lead a small development team of two and work closely with colleagues across the organization, with access to engaged leadership and shared institutional knowledge.

This opportunity blends funder engagement with the steady work of strengthening systems and processes that support consistency and stewardship. Building on established relationships and practices, the Senior Director will guide the development function as it evolves to support a more diversified and sustainable funding portfolio. With a solid funding base, shared institutional knowledge, and a mission that resonates with funders, the position offers a clear path to deepen impact and extend an already effective development effort.

How You'll Make an Impact

This newly created role reflects *Excelencia's* intention to build on a strong foundation and ensure that its development work is supported by scalable, long-term relationships. In the first 1–2 years, success will look like:

- **Strengthening stewardship and continuity** by putting practical structure around development practices so funder relationships, institutional knowledge, and reporting are consistent and not dependent on any one individual.
- **Expanding philanthropic partnerships at a sustainable pace**, building on existing foundation and corporate relationships while cultivating new, mission-aligned funders with an emphasis on multi-year support.
- **Partnering closely with leadership and staff** to align fundraising efforts with program priorities, supporting a small team, and contributing to a collaborative, mission-driven culture.

Work Environment, Salary, and Benefits

- Employees must live in MD, VA, TX, AZ, CA, IN, NM, FL, or DC. Team members near Washington, DC, enjoy a hybrid schedule, working in the office two days per week. Remote employees work from home and occasionally travel to DC for collaboration.
- The budgeted salary range for this role is \$125,000–\$150,000 annually for DC-based candidates, with adjustments for other regions. *Excelencia* in Education offers a comprehensive benefits package including medical, vision, and dental insurance; paid annual leave, sick leave, and federal holidays; time off between Christmas and New Year's; a retirement plan with employer contribution; and support for professional development.
- You'll be joining a highly collaborative organization dedicated to accelerating Latino student success by supporting institutions to intentionally SERVE (not just enroll) Latino students. You'll work closely with visionary founders and a mission-driven team that values resourcefulness, teamwork, and celebrating successes.

Responsibilities

- Manage and support the implementation of a comprehensive fundraising strategy.
- Partner with the executive team to propose and align fund development and business development strategies, as well as to strengthen donor acquisition and retention.
- Lead and establish goals for event sponsorship income, individual giving, corporate contributions, board giving and board-related giving, foundation, and in-kind support.
- Lead grant applications and coordinate sourcing and responding to RFPs (requests for proposals) for grants and contracts, working closely with the executive team.
- Coordinate the progress of grant-funded projects, along with the coordination and submission of mid-year and final reports.
- Generate project reports for senior organizational leadership and funders.
- Facilitate and host fundraising meetings for *Excelencia's* leadership and board members to engage new donors and retain existing donors.
- Introduce and generate enthusiasm for new, actionable donor insights, including analysis of donor segments, key messages, and calls to action.
- Ensure that all donors receive proper recognition and acknowledgment, including coordination with programmatic and communications staff to align supporting advocacy and promotional efforts.
- Report on fundraising and strategic partnerships to the executive team and justify program changes or proposals.

Qualifications

- Proven success in nonprofit development, with 7+ years of experience securing gifts from corporate, foundation, and individual donors. Prior experience in or with higher education is preferred.

- Exceptional writing and communication skills, with a proven ability to craft persuasive grant proposals, letters of intent, and compelling cases for support. Experienced in developing materials that highlight measurable outcomes, such as impact reports and donor-focused content, to inspire and sustain funding.
- Demonstrated ability to secure and manage non-government grants, with a strong track record of building and maintaining partnerships with foundations and other organizations.
- Effective leadership and organizational skills, with experience managing small teams, streamlining workflows, and implementing action plans to achieve fundraising and development goals.

About *Excelencia* in Education

Excelencia in Education leads a national network of results-oriented educators and policymakers transforming higher education to tap the talents of the Latino community and address the U.S. economy's needs for a highly educated workforce and engaged civic leaders. With this network, *Excelencia* ensures access to excellence by promoting student achievement, informing educational policies, and advancing evidence-based practices to more intentionally serve Latino, and all, students. For more information, visit: EdExcelencia.org

To Apply

Please submit your application to Staffing Advisors through this link: [Senior Director of Development](#).

Staffing Advisors is committed to reducing bias in every aspect of the hiring process. We have long recommended a competency-driven approach to hiring. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other basis protected by law. We encourage you to apply even if your experience is not a 100% match with the position description; we will consider people from a variety of backgrounds and career experiences.