

## Senior Director of Development

*Excelencia in Education* ensures access to excellence by promoting student achievement, informing educational policies, and advancing evidence-based practices to more intentionally serve Latino, and all, students.

To support this mission at a time of growing national visibility and opportunity, *Excelencia* is hiring its first Senior Director of Development. We are looking for a leader skilled in navigating complex funder ecosystems to evolve our successful founder-led model into a scalable development program, building the systems, team, and strategy needed to grow and manage a diverse portfolio.

This is a unique opportunity to work closely with *Excelencia*'s founding leadership, who have built a \$7M portfolio across 15 institutional and philanthropic funders, such as MacKenzie Scott, the Gates Foundation, and the Lumina Foundation. You'll expand and diversify our fundraising approach—growing support for nationally recognized programs, including the [Seal of Excelencia](#), the [Examples of Excelencia](#), and a range of [research and policy initiatives](#)—through corporate and institutional funding, individual giving, and event sponsorships.

In addition to shaping a comprehensive fundraising strategy, you'll manage day-to-day fundraising operations, from proposal development and donor communication to stewardship and reporting, with the support of two direct reports.

This position is ideal for an experienced leader who is both strategic and hands-on, thrives in a highly collaborative environment, and is motivated to build something meaningful and lasting. You'll join a mission-driven team with a 20-year record of success and a clear vision for the future.

### How You'll Make an Impact

Your leadership will directly support *Excelencia*'s growth and impact, creating meaningful change for Latino students and the institutions that serve them nationwide. Success in the first 1-2 years will be demonstrated by:

- **Expansion and Diversification of Funding Sources.** Expand funding revenue by \$2M to \$3M over a 24-month cycle by securing 1-3 new foundation and/or corporate partnerships. You'll start with smaller funding commitments in the first year while building the knowledge, systems, and relationships needed to pursue larger, multi-year commitments over time.
- **Fundraising Systems and Processes.** Develop and implement the systems and processes needed to support long-term development goals and organizational expansion with executive and program leadership.
- **Team Leadership and Collaboration.** Facilitate and manage a high-performing team, fostering a culture of collaboration and accountability while supporting individual growth. Strengthen partnerships with vice presidents and other organizational leaders to align fundraising strategies with programmatic goals.

### 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 \$115,000 - \$130,000 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 will join a high-performing, collaborative team 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. The team fosters a supportive environment where colleagues help one another, reflect on processes, and work together to achieve transformational change.

## 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 6-7 figure 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 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](http://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.*