



Job Title: Chief Development Officer (CDO)
Reports to: Chief Sales and Marketing Officer
Job Type: Full-Time, Exempt
Location: New Canaan, CT (not a remote position).

Job Summary

The Chief Development Officer (CDO) is a vital member of the executive leadership team responsible for overseeing all aspects of the organization's fundraising and development activities. The CDO will lead the strategy and execution of diverse revenue streams to ensure sustainable growth and fulfillment of the Waveny Lifecare Network mission. This role will oversee major gifts, corporate and foundation partnerships, planned giving, annual giving, grant writing, special events, and capital campaigns. The ideal candidate has a proven track record in development leadership, strategic thinking, and fostering a culture of philanthropy across the organization.

Key Responsibilities

Strategic Leadership

- Develop and implement a comprehensive development strategy with obtainable financial goals to support the Waveny Lifecare Network's mission, vision, and long-term growth.
- Serve as a strategic thought partner to the Chief Sales and Marketing Officer, CEO, Board of Directors, and executive team to shape and meet the organization's fundraising initiatives and financial goals.
- Build and lead the development team, establishing clear goals, performance metrics, and professional development opportunities.

Fundraising & Revenue Generation

- Oversee all aspects of fundraising, including major gifts, planned giving, corporate and foundation partnerships, capital campaigns, and annual giving.
- Cultivate relationships with high-net-worth individuals, corporate leaders, and foundation representatives to secure significant gifts and grants.
- Work closely with the marketing and communications team to align fundraising campaigns with the organization's brand and outreach efforts. Design, implement, measure, and adjust marketing and development efforts to secure financial goals.

Board Engagement & Relationship Management

- Partner with the Board of Directors Advancement Committee to expand its fundraising capabilities, providing training and support in donor engagement and stewardship.
- Engage board members in fundraising efforts, leveraging their networks and influence to secure new partnerships and donations.
- Provide regular progress reports to the Board of Directors Advancement Committee, sharing insights, strategies, and key performance metrics.

Campaign Management & Donor Relations

- Develop and lead capital campaigns and other large-scale initiatives that align with organizational priorities.
- Oversee donor stewardship programs to ensure timely and personalized recognition and appreciation of donors.
- Implement best practices in donor relationship management, using data-driven insights to track donor behavior and increase donor retention.

Team Development & Management

- Recruit, train, and mentor a high-performing development team, fostering a collaborative and supportive environment.
- Set clear expectations, provide ongoing coaching, and conduct performance reviews for team members.
- Ensure professional development opportunities for team members to stay current on fundraising trends and best practices.

Qualifications

Education & Experience

- Bachelor's degree in nonprofit management, business, public relations, or a related field (Master's degree preferred).
- Minimum of 10 years of experience in nonprofit fundraising, with at least 5 years in a senior leadership role.
- Demonstrated success in raising significant funds, managing high-impact campaigns, and cultivating donor relationships.

Skills & Abilities

- Exceptional interpersonal and communication skills, with the ability to inspire confidence and build strong relationships.
- Strong strategic planning and analytical skills, with a track record of developing and executing data-driven fundraising strategies.
- Proficiency in CRM software (e.g., Salesforce, Bloomerang) and Microsoft Office Suite.
- High level of professionalism, discretion, and integrity in handling sensitive information.

Personal Attributes

- Passionate about the organization's mission and committed to advancing its impact.
- A collaborative and influential team leader who can motivate and empower teams.
- Results-oriented with a strong sense of initiative and the ability to drive and adapt to change.

Compensation and Benefits

- Salary range: \$200K-\$230K per year with bonus potential.
- Comprehensive benefits package, including health, dental, vision, life, and disability insurance.
- Three weeks' vacation annual accrual.

Fitness Requirements:

- Frequent sitting at a desk for document preparation. Periodic walking and standing for movement around the facility for meetings. Sporadic reaching, twisting, and bending for office-related tasks.

To Apply:

Please submit your resume, a cover letter outlining your relevant experience and leadership style, and three professional references to Manuel Mesa, The NonProfit Group, at manuel@thenpg.com.