

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

POSITION SPECIFICATION

DIRECTOR OF DEVELOPMENT

Next Door Solutions to Domestic Violence

San Jose, CA

Brakeley Search

formerly known as Leadership Search Partners,
is a search firm focused exclusively on the nonprofit sector.
As a division of Brakeley Briscoe, Inc. (BBI), Brakeley Search works with
local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director, Stacey Konner, CDR, CPSP, CDSP

is leading this search assignment. Inquiries may be made, in confidence,
to Stacey Konner at skonner@brakeleysearch.com.

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TITLE: Director of Development

ORGANIZATION: Next Door Solutions to Domestic Violence (NDS)

LOCATION: San Jose, CA

REPORTS TO: Executive Director

NDS MISSION

Our mission is to end domestic violence in the moment and for all time.

NDS VISION

Our vision is of a community environment that breaks the silence; views and treats domestic violence and other forms of gender-based violence as unacceptable; upholds supportive accountability for those who harm; and, where survivors and families have the support and resources to achieve the highest quality of life possible.

NDS CORE VALUES

ONENESS AND CONNECTEDNESS

We are all in this work together and are all interconnected. We grow together by honoring and celebrating our diverse experiences, backgrounds, beliefs and identities. We put this into practice internally and externally. We know that this requires a commitment to utilize diverse communication strategies and to at times over communicate to ensure our connectivity. We are not separate from the community we serve. We are survivors, informed by survivors, and center survivors. We believe that it will take a collective approach to end gender-based violence. There is strength in unity, so we build bridges and collaborate with community partners to actualize the change we seek.

COMPASSIONATE ACCOUNTABILITY

We believe that accountability is an opportunity to hold a mirror to words or actions. We are dedicated to a trauma-informed, empathetic approach to evaluative assessment of responsibilities, agreements, and commitments. We care enough about survivors, our communities, and ourselves to address harm, in the moment and continuously, with understanding and empathy, knowing it is through our collective growth in which we will overcome.

EQUITY AND JUSTICE

We understand that gender-based violence is a tactic of oppression and we stand firmly against all forms, including sexism, heterosexism, racism, anti-Blackness, misogyny, xenophobia,

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ableism, ageism, and white supremacy. Our laws and systems too often benefit those with privilege and must be transformed to reflect the reality and needs of all. We advocate for both individuals and for change in the systems that are complicit in the conditions of their oppression. Equity begins by acknowledging that we have unequal starting places. Our commitment to equity works to address these barriers and imbalances. We recognize that people need different opportunities and we prioritize equity over equality. We serve with humility, recognizing individuals as experts in their own journeys.

SURVIVOR & COMMUNITY-CENTERED

We honor the dignity of the whole person, making space for everyone to contribute with the full range of their lived experiences. We center survivors as experts in their own lives, families, and communities and honor their autonomy, knowledge and lived experiences. We recognize that while we center survivors' needs and experiences, violence and abuse will not end without community involvement and responsiveness to the entire family. We work to recognize and understand trauma and the many ways it shows up in our relationships, families, and communities. We believe that individuals are innately empowered to make decisions about their safety, their healing, their needs, and their overall future. We firmly believe that ending violence, and creating and ensuring peace, in our relationships and communities, requires an unequivocal dedication to the prevention of harm. We work on the individual, community, and systems levels to avert the very harm our intervention services address.

INCLUSION FOR LIBERATION

We strive for inclusion that moves beyond diversity and toward eventual freedom and liberation. Inclusion is the act of creating space where each person is authentically valued, seen, and respected. By centering historically excluded communities, unlearning our own biases, and seeking perspectives outside our own, we seek to break down learned barriers to ensure that all are incorporated. We hold empathy and compassion for each other and our community, seeking to create and align with spaces that people can be their whole, and fully recognized selves.

ABOUT THE ORGANIZATION

Next Door Solutions to Domestic Violence (NDS) is the longest established domestic violence agency in Santa Clara County, opening its emergency shelter and hotline in 1971. NDS was the second domestic violence emergency shelter to operate in California and the first to offer bilingual services in the United States.

Since that time, Next Door Solutions has grown to provide comprehensive prevention and intervention services to women, men, children and youth, and the LGBTQIA community. As Santa Clara County's largest provider of domestic violence services, the agency's comprehensive approach includes crisis services, crisis intervention, advocacy, and support services.

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The organization provides services to nearly 2,600 women and children in Santa Clara County and responds annually to approximately 14,000 hotline calls. NDS serves a diverse community reflective of Santa Clara County.

The organization is proud of its survivor-centered, innovative, and advocacy-focused culture which extends both internally and externally. The Director of Development will be joining a social justice-minded team that truly loves what they do and cares about each other; an environment that is committed to collaboration and transparency; and a “can-do/will-do” attitude, particularly as it relates to the organization’s clients.

ABOUT THE OPPORTUNITY

Reporting to NDS’ Executive Director, Colsaria Henderson, the Director of Development is expected to be a leader and key member of the executive team. The Director of Development must have compassion and an understanding for adult and child victims and survivors affected by domestic violence. With the goal of ending domestic violence now and forever, Next Door Solutions is a big agency of “YES!”

Key Responsibilities

- Create, lead, and execute a comprehensive multi-strategy development plan and budget
- Build and retain a collaborative development team that can work effectively across departments
- Identify, cultivate, build, and solidify relationships with new and established donors/funders
- Grow philanthropic revenue by using data to identify potential donors and move them up the giving ladder, by expanding major gifts and by implementing other fundraising initiatives or strategies
- Provide leadership, management, and mentoring to all development staff to reach goals and produce results
- Manage an active portfolio of major donors and prospects by creating and implementing personalized cultivation, stewardship plans, and gift requests for each donor within their portfolio
- Manage institutional, foundation, and corporate funders, including writing or editing grant proposals and reports as needed
- Act as an external ambassador, possessing comfort and ability to speak in front of individuals and groups articulating the case for support
- Bring equity, anti-racism, racial and economic justice lens to approach and strategy of fundraising

Professional Experience/Qualifications

Experience:

- Seasoned fundraising professional with proven ability to help create and achieve goals of a multi-strategy development plan and at least 3 years senior-level experience and 3 years supervising staff
- Experience in building and expanding a development effort by making use of moves management, wealth screening, major gift solicitation, and other development tools
- Demonstrated success in fundraising; experience with individuals, foundations, and corporations; track record of soliciting and closing five-figure gifts with experience in six-figure gifts a plus
- Track record of developing and maintaining productive, collaborative relations with funders
- Demonstrated experience overseeing complex or multiple projects through to success, including meeting financial goals and coordinating the work of key staff and volunteers
- Experience collaborating ensuring alignment across departments within an organization
- Track record of engaging and growing foundation giving
- Experience and/or strong understanding of community-centric fundraising

Highly Preferred:

- Experience reporting to a board and/or board committees
- Track record of engaging and growing corporate philanthropy opportunities
- Experience in strategic planning processes
- Experience bringing equity, anti-racism, racial and economic justice lens to approach and strategy of fundraising

Skills:

- Strong leadership skills, with a collaborative spirit and strong management skills; demonstrated ability to inspire and motivate staff, board, donors, volunteers, and potential partners
- Outstanding communicator; excellent speaking, writing, presentation, and interpersonal skills
- Experience understanding databases and high comfort level analyzing and applying data to hone strategies and achieve goals
- Collaborative with senior management and seen as a partner with Executive Director
- Track record of growing abilities of staff and encouraging increased responsibilities, team building and retention, coaching and mentoring direct reports, and enhancing workplace culture
- Knowledge of or experience working in an organization that uses long-term planning and Key Performance Indicators or dashboards in the management of staff and operations

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Personal Characteristics:

- Passion for Next Door Solutions' mission
- Understanding and compassion for adult and child victims and survivors affected by domestic violence
- Comfort and ease in navigating change
- Thrives in a goal-oriented and dynamic environment
- Comfortable and confident having difficult conversations
- Strong emotional intelligence, especially in empathy, self-awareness, and active listening
- Outstanding interpersonal and communication skills
- Personable and enthusiastic, a relationship builder
- Ability to understand programs, tell the story and be a champion

COMPENSATION

The salary for this position is \$118,000 to \$130,000 with a benefits package.

TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of NDS. Interested candidates should apply via email by sending a resume and a letter outlining qualifications as PDF or Word documents to Chelsea Burr at CBurr@BrakeleySearch.com with "Director of Development NDS" in the subject line.

EOE STATEMENT

Next Door Solutions is an Equal Opportunity Employer that does not discriminate in employment or delivery of services on the basis of ancestry, age, color, disability (physical and mental, includes HIV and AIDS), genetic information, gender, gender identity, gender expression, marital status, military or veteran status, national origin, race, religion, (including religious dress and grooming), sex (includes pregnancy, childbirth, breastfeeding and/or related medical conditions), sexual orientation, request for FMLA, or any other characteristic protected by applicable federal, state or local laws.

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