JOB OPPORTUNITY

Chief Development Officer

Child Care Resources (CCR) is currently seeking a Chief Development Officer to lead and grow its fundraising and communications efforts. The ideal candidate is a creative and engaging fundraising professional who can help transform CCR’s development strategies to meet the current needs of an organization whose scope and scale has grown significantly in the past 5 years. In addition to being an experienced fundraiser, the successful candidate will be a strong marketing strategist, a collaborative leader, and an effective team manager who can help build an organizational culture of philanthropy. This is an incredible leadership opportunity in a stable and highly respected organization that is making an impact in the lives of children and families across the state of Washington.

Who We Are

The Mission of CCR is to improve all children’s access to high quality early learning experiences by partnering with families, caregivers, and communities, so that every child has a great start in school and in life.

CCR provides parents with information and referral and consumer education so they can make the best choices for their families. For child care providers, CCR offers training and technical support so that teachers, caregivers, and child care facilities can offer the best possible services and learning environments to the children in their care. CCR is seen as the early learning expert in licensed and informal child care in the Puget Sound area and beyond.
Organizational Scope, Reach and Impact

Since 1990, Child Care Resources has helped to build a strong early learning system for all children in King County. In this 25 year history, Child Care Resources has served over 200,000 families and 2,000 licensed child care providers in King County. In the past 5 years, several events have significantly changed CCR’s scope, reach, and impact:

- In 2011 CCR was chosen to host the statewide Family Call Center, so we are now providing information and referral services to all families in Washington who are seeking care.
- The bi-partisan support for and ultimate passage of the Early Start Act on July 1, 2015 provides significant and protected ongoing funding for the implementation of Early Achievers, the state’s quality improvement and rating system. This funding creates an ongoing funding stream to pay for the work CCR does to support a provider’s ability to provide high quality care, resulting in higher quality care for children.
- In July 2015 we added Pierce County to our service area, expanding our Early Achievers services to an additional 650 providers.

All of these developments mean that CCR has expanded at a rapid pace in the past 5 years, and that its core funding has become more stable. In 2016 we expect that CCR’s annual budget may approach $10 million, with close to 100 employees.

Our Development Ambitions

During this recent period of significant expansion of its scope and services, Child Care Resources’ private fundraising efforts have remained essentially steady and largely Seattle-based. The Development Team at CCR is currently comprised of about 3 FTE’s, including both salaried and contract staff. Together, the team is responsible for raising private dollars to fund critical programming that is not covered by government contracts, as well as allied services that support core programming, and innovative programs we would like to pilot. About half the money raised by the team currently comes from foundations and corporate grants, while the remainder is raised from individual donors and a signature luncheon event in the fall.

Child Care Resources’ fundraising plan has served it well up to this point, but it is clear now that CCR has a new story to tell and new audiences to reach out to. The time is ripe for the CCR Development Team to redefine its goals and redesign it methods and messaging in order to optimally serve the organization that CCR is today. Because CCR’s core funding is relatively stable, there is room for the team to experiment with innovative approaches that will spark new interest with donors and other funders. The CDO will provide strategic leadership of integrated development and communications initiatives in order to meet these goals. Some restructuring of the team may make sense, and we expect there will also be a significant emphasis on developing an agency-wide “culture of philanthropy” that will help to sustain long-term fundraising success. The eventual goal will be for the team to work towards raising about 10% of the organization’s budget annually, so that CCR can remain independent, nimble, and innovative as it continues to grow and mature.
Key Responsibilities of the Chief Development Officer

The Chief Development Officer will report to the Chief Executive Officer and will be the primary leader, manager, and evaluator of a multi-faceted and ambitious development and communications strategy. The CDO will work in partnership with the Board of Directors and the Executive Team of the organization to accomplish this important work.

- Develop and oversee the implementation of all aspects of Child Care Resource’s annual development plan and calendar, including board giving, major gift cultivation and stewardship, individual annual giving, corporate giving and sponsorships, foundation grants, and special events.
- Motivate and lead the development team to meet ambitious shared goals for fundraising success, and work to create an agency-wide “culture of philanthropy” amongst all board, staff, and stakeholders.
- Personally cultivate and solicit contributions from individuals, businesses, and foundations; build relationships to steward major donors throughout the year.
- Play a leadership role in integrating communications strategies with fund development goals, and oversee the planning and implementation of communications in support of those goals.
- Engage the Board as partners on the development team by providing support and guidance to volunteer board members, and by leveraging their networks and skills.
- Work collaboratively with the Chief Executive Officer as a member of the senior management team to address issues of cross-department management and strategic planning.
- Evaluate all fund development efforts annually and strategically refine strategies and approaches based on results.

Ideal Experience, Skills, and Qualities

- A passionate belief in the importance of providing all children the best possible start in school and in life.
- A minimum of 5 years of significant leadership experience in fund development, ideally developing and implementing a comprehensive giving program including major gifts, events, grants and corporate giving.
- Experience with successfully leading and managing a team during times of transition, and of implementing and sustaining organizational culture change.
- Demonstrated effectiveness as a team builder, coach, and mentor, including a fundamental respect for the dignity of others and the ability to work collegially in a team-based environment.
- A proven ability to raise funds through major donor relationship building and in-person, face-to-face asks, especially securing or collaborating on major gifts of $5,000 and above.
- Experience developing and implementing successful communication and marketing strategies.
- Experience working with, motivating and supporting a Board of Directors and volunteers.
- A demonstrated commitment to diversity and inclusion; valuing diverse perspectives and encouraging contributions by all team members.
- Business “literate”: an ability to understand financial reports, apply data to assess business effectiveness and efficiency, and make fiscally responsible decisions.
- Politically astute and tactful; attentive to the perspectives and competing interests of various internal and external stakeholders.
- Excellent ability to communicate effectively, both orally and in writing.
- Bachelor’s Degree from four-year college or university; additional education and/or credentials in development or non-profit management preferred.
Compensation and Benefits
This is a full-time exempt position that requires a willingness to work some evenings and weekends and the ability to transport oneself to community appointments as necessary. The expected starting salary range is between $80,000 - $95,000 +, depending on experience and skills.

CCR offers a generous benefits package including more than 4 weeks of paid time off, excellent medical and dental insurance, as well as life and long term disability insurance, flexible spending accounts, and a 401K plan that includes a partial employer match.

CCR places a high value on work-life balance and aims to be flexible and family-friendly whenever possible. CCR is centrally located in Seattle’s International District in the beautiful Pacific Northwest.

To Apply
All applications will be given serious consideration as soon as they are received; please submit your resume and cover letter as soon as possible. In your submission, please describe how your interests, skills, and experience are a fit with the goals for this position described in this document.

Please apply online by submitting your cover letter and resume in a single PDF document with your name in the title, to communications@childcare.org.

This position will remain open until filled, but priority will be given to applications received before October 1. You may call or email Emily Anthony, Search Consultant, with questions. emily@emilyanthony.com; 206-355-9132.

For more information about Child Care Resources visit our website: www.childcare.org