

## Director of Strategic Advancement

- Our preferred candidate will have a proven history of overseeing mission-focused teams
- Office located in northeast Minneapolis, with co-defined hybrid workspace arrangements available
- Full Time, exempt, with co-defined flexible scheduling available
- Reports to the Deputy Executive Director of Operational Sustainability
- Other staff include the Executive Director, Deputy Executive Directors, Directors that oversee core programs, and other positions focused on program delivery and operations
- GiveMN is actively looking for people with a broad background of lived experiences and identities. We are committed to hiring a staff that is representative of the communities we serve. We work with our team to create a comfortable and accommodating work environment for people of all abilities and identities.
- COVID-19 related public health requirements observed for internal collaboration
- COVID-19 related public health recommendations observed for external collaboration
- COVID-19 vaccination required
- Contract parking, secure bicycle storage, and public transit allowance available
- On-site fitness center available (paid for by GiveMN)
- Occasional Greater Minnesota and/or overnight travel requested (paid for by GiveMN)
- Professional development allowance available, separate from compensation
- Wireless connectivity allowance available, separate from compensation
- Generous Paid Time Off (PTO) available
- Philanthropic matching gifts, volunteer matching gifts, and volunteer time off available
- Medical, dental, vision, disability, and life insurance and health savings account available
- \$79,511 - \$83,589 starting annual salary range  
Performance and benchmark compensation increases available annually  
Traditional and Roth 401k available with employer Safe Harbor match and discretionary contributions

### Why This Job Is Important

Powering every successful nonprofit is a dynamic vision, mission-motivated people, and development strategies that engage thoughtful and generous communities.

GiveMN provides sector-leading tools and services to advance the mission pursuit of Minnesota's nonprofit organizations. We're looking for a strategic colleague to help us build relationships with the donor and community partners who power our work—a strategic colleague to help us continue and grow our service to nonprofits.



As GiveMN's Director of Strategic Advancement, you'll play a central role in creating some of the biggest opportunities for growing giving across our state.

### **How You Will Be Spending Your Time**

The Director of Strategic Advancement role at GiveMN is a reimagined position that will oversee earned revenue generation, development, and institutional giving from foundations and donors. This position will also be responsible for managing and mentoring both the Business Development Associate and Advancement Associate roles. Immediate goals include assessing potential clients for RaiseMN, finding new opportunities for growth, increasing earned and philanthropic revenue for GiveMN, ensuring the team has what it needs to succeed, and representing the organization to external partners. In any given week you will:

- Work with the GiveMN team to create, deliver, and evaluate solutions that respond to the needs of the Minnesota nonprofit sector
- Work with new clients at GiveMN to evaluate their needs, initiate the coaching process by strategically advising them, and co-creating solutions for their needs with the RaiseMN team
- Finding avenues to reach new nonprofit clients that could use our services to help us magnify and widen our impact
- Understand and support the RaiseMN Campaign Institute to successfully sustain and increase funding for the program
- Coordinate with directors on the Community Impact team on program delivery
- Support the work of GiveMN's Deputy Executive Director for Operational Sustainability and the fundraising coaching team in building relationships with potential community partners
- Take GiveMN and RaiseMN to the next level by developing deep connections to increase revenue and expand program reach by increasing the number of organizations receiving services
- Occasional travel to support program delivery and client development
- Collaborate with and support a growing team of nonprofit fundraising and engagement professionals
- The GiveMN team is a close-knit team, working collaboratively and energetically to advance multiple priorities simultaneously

### **About You**

- You're a leader who is able to inspire your team, engender trust, and ask the kinds of questions that invite the team to come together and explore opportunities and ideas
- You know how to manage relationships at all levels and with various stakeholders
- You're a conversation starter, excited to share opportunities with prospective clients and partners while learning about their priorities and pairing GiveMN's work with their unique needs
- You're strategic, knowing how to prioritize what should be done, and why it needs to be done
- You're able to meet your team members where they are and identify where they need support quickly and efficiently
- You're a synthesizer, able to put together the right information at the right time, think critically about it, and make important choices wisely
- You're empathetic, listening first to seek 'why'
- You're creative, energized by creating something new



- You're an effective communicator, able to share ideas clearly
- You lead with yes, embracing possibility and affirming creativity
- You work well across multiple lines of difference, including race, gender, identity, disability, ideology, and religion
- You're a problem solver, having the ability to make the complex simple and help others understand your strategies
- You're resourceful, eager to innovate in environments with sometimes constrained resources

The best candidate for this position is someone who has experience with:

- Relationship development and communication with client partners
- Coaching and mentoring
- Supporting sales pipeline communication with prospective client partners
- Leading an outcomes-oriented team, sometimes as a leader, sometimes as a supporter
- Managing data in partner relationship management (CRM) and other tracking systems
- Coordinating external communications and events
- Working across multiple lines of difference, including race, gender, identity, disability, ideology, and religion
- Experience with small and medium-sized nonprofits, those led-by or serving BIPOC communities, LGBTQ+ communities, or Greater Minnesota communities

You may describe yourself as:

- Passionate, hardworking, and self-motivated
- Focused, thriving on deadline-driven work in a relaxed environment
- Flexible, comfortable navigating uncertainty and adapting to change
- Strategic, identifying and balancing short- and long-term risks and benefits
- Data savvy, able to interpret quantitative data to inform qualitative strategies
- Risk tolerant, open to trying new ideas, learning from mistakes, and continuously improving
- Confident, yet humble; as comfortable inspiring others as you are communicating to large audiences and influential leaders
- Curious, never satisfied until you have explored numerous possibilities and perspectives

## Applying For This Job

To apply for this job, submit a digital file of your resume and an introductory letter to Naomi Sadighi, Deputy Executive Director for Operational Sustainability, to [jobs@givemn.org](mailto:jobs@givemn.org).

- What is your specific vision for philanthropy in Minnesota, and what role does GiveMN play in that vision?
- Why are you passionate about leading GiveMN's mission to ignite generosity and grow giving?
- How does a mindset of abundance inform your approach to philanthropy and the work of capacity building?
- In what ways are you meaningfully connected with and accountable to the communities you value? Communities may be defined any way you'd like.
- In what ways do areas of difference in your background and experience influence how you approach your work?
- How have you previously demonstrated the courage to take calculated risks in leadership, while learning from both your successes and failures?
- In what kind of work environment are you most productive as a team member and colleague?



GiveMN is actively looking for people with a broad background of lived experiences and identities. We are committed to hiring a staff that is representative of the communities we serve. If you believe you would succeed in this role and are not necessarily reflected in the description above, we encourage you to apply whatever your background, identities, lived experiences, or geography!

You may also email questions to [jobs@givemn.org](mailto:jobs@givemn.org) if necessary.

### **About GiveMN**

GiveMN is an independent nonprofit organization working to ignite generosity and grow giving through GiveMN.org, Minnesota's giving marketplace, and RaiseMN, a fundraising coaching and training initiative.

Since 2009, more than 700,000 donors have made gifts with ease and enthusiasm through GiveMN.org to make a difference for causes in their communities. Through this online marketplace for generosity, and giving events like the annual Give to the Max celebration, GiveMN has helped to generate more than \$330 million for nearly 14,000 nonprofits.

RaiseMN serves Minnesota nonprofits through individualized coaching and programs to transform nonprofit fundraising. Focusing on small- to medium-sized organizations, RaiseMN builds more healthy and sustainable fundraising practices so nonprofits can continue to pursue and expand their mission in their communities.

Launched in 2009 by Minnesota Community Foundation, GiveMN is supported by many generous foundation and corporate partners, contributions from individual donors, and revenue from its programs.

### **Equal Opportunity Employer**

GiveMN values experience and success in working across multiple lines of difference and strongly encourages candidates of all identities and experiences to apply for this position. GiveMN is an equal opportunity employer.

