



Director of Philanthropic Engagement

ABOUT EMBRACERACE

EmbraceRace supports parents, guardians, educators, and other caregivers working to raise children who are thoughtful, informed and brave about race so that multiracial democracy in the United States can thrive. We identify, organize, and create the tools, resources, discussion spaces, and networks needed to nurture resilience in children of color; nurture inclusive, empathetic children of all stripes; raise kids who think critically about race; and support a movement of kid and adult racial justice advocates for all children. Five years after our founding in 2016, *EmbraceRace* is well-established as a national leader in the space of children's racial learning and socialization.

EmbraceRace is also at an exciting inflection point. In the year-plus since George Floyd's murder, we have seen an influx of newly-urgent calls for partnership from the nonprofit, philanthropic, and corporate sectors; rapid growth in the size of our community; and rising calls from community members for even more information and guidance. We have responded vigorously, but know there is much, much more we can do. We are determined to capitalize on our new levels of visibility and community engagement by greatly expanding the reach of our programs and launching powerful new tools, resources, and communities for parents, educators and other adults in the years ahead. We are looking for a Director of Philanthropic Engagement to help us generate the resources that will fuel our journey.

EmbraceRace is fiscally sponsored by the Proteus Fund who partners with foundations, advocates, and individual donors to advance democracy, human rights, and peace.

THE OPPORTUNITY

In the midst of a broad-gauged and intensifying struggle over the future of multiracial democracy in the United States, the Director of Philanthropic Engagement will help shape and implement our resource development strategy at a crucial time for the organization. We seek a

self-directed, energetic leader eager to develop and deepen relationships with individual donors, foundations and corporate partners, someone genuinely passionate about our racial justice mission and excited by the opportunity to move our small-but-mighty organization to significantly higher levels of programmatic and movement-building impact. **The position is a new one at *EmbraceRace*.**

This is a full-time (40 hour per week) position. **Director of Philanthropic Engagement**

Key Responsibilities

- Work with the co-directors, staff, and consultants to determine the organization's philanthropic priorities and develop a plan that includes funder cultivation and relationship management strategies, tactics, and procedures.
- Inspire and institute an organizational culture of philanthropy, including strategizing and coordinating staff involvement in fundraising initiatives.
- Identify prospective institutional and individual funders based on their goals, giving histories and capacities, interests, and other relevant data.
- Manage stewardship of secured individual and institutional gifts and grants, including a regular schedule of donor updates, and creating content for those updates.
- Support high-touch relationship management with key funders/institutional partners, including the Corporate Organizing and Advisory Board.
- Track, manage, and report fundraising/development metrics in Salesforce and complementary donor management systems.
- Develop materials to submit to existing and prospective donors, to include funding proposals, grant reports, and program descriptions.
- Serve as a knowledgeable and enthusiastic spokesperson for *EmbraceRace* with our fiscal sponsor (Proteus Fund), partners, donors, and others.

CANDIDATE PROFILE

The Director of Philanthropic Engagement will work in partnership with our co-directors, staff, and consultants to develop and successfully implement a fundraising strategy to reach the sustainability goal of \$1.5 million+ in annual revenue. The ideal candidate will have:

- At least three years' experience identifying promising institutional and individual funders;
- Direct fundraising experience with at least two of the following: corporate philanthropy, private foundations, and individual donors;
- Ability to find the compelling fit between our mission and priorities and those of a potential funder when they exist - and to recognize and acknowledge when they don't;
- Demonstrated success securing grants and gifts in the six-figure range or higher, including experience writing grant proposals and reports;
- Deep understanding of how to manage complex projects and campaigns;
- Ability to work effectively independently and collaboratively in a virtual environment;
- Excellent written and verbal communication skills (Spanish proficiency a plus);
- Strong interpersonal skills - MUST find "Dad jokes" hilarious!;
- Proficiency using Salesforce and fundraising tools such as WealthEngine and the Foundation Directory; and,
- Commitment to the mission and values of a progressive racial justice organization.

COMPENSATION

- The salary range for this position is \$80,00 - \$90,000 per year.

BENEFITS

- Medical and dental benefits for employee and eligible dependents available on first day of work
- Retirement savings account (401k) with an organization contribution of 10% of annual salary
- Three weeks paid vacation in first year of work; four weeks in subsequent years
- Fifteen sick days per year
- Three personal days per year
- Twelve paid holidays
- Professional development initiatives for growth
- Paid Family Leave

TO APPLY

Please submit a **cover letter and resume by Friday, September 24, 2021** to applications@embracerace.org. Put “Director of Philanthropic Engagement” in the subject line.

At *EmbraceRace*, we commit to building a team that reflects and celebrates differences in our personal identities, experiences, abilities, and skills. We believe that the more we embrace diversities in our people, the better our work will be.

Visit us at www.embracerace.org.