



Position Title:	Chief Development Officer
Department:	Statewide Initiatives and Texas Balance of State Continuum of Care
Reports To:	President and CEO
Salary:	\$95,000 - \$105,000
Position Type:	Full-time, Exempt
Additional Information:	No specific degree is required for this position. Interested candidates should highlight any education, training, or experience that will help them thrive in this position.
Deadline to Apply:	Open until Filled
Date Created/Revised:	12/12/2024

DESCRIPTION:

This is a compelling opportunity for a dynamic, results-driven professional with a passion for justice, equity, and a commitment to ending homelessness in Texas. As the Chief Development Officer (CDO) at Texas Homeless Network (THN), you will lead the agency’s development team and implement and manage its major gift and corporate fundraising strategy, directly impacting the resources that support our mission. Reporting to the President and CEO, the CDO will supervise the Director of Development and Communications, setting the strategic direction for THN’s development efforts.

In this pivotal role, the CDO will structure and execute a comprehensive funding development plan, prioritizing relationships with individual major donors and corporate giving offices. The CDO will work closely with the Director of Development, guiding the agency’s communication and marketing strategy to ensure individual donors and sponsors maintain their partnerships with THN. This leader will also partner closely with the CEO, providing strategic guidance and resources to help him solicit substantial gifts directed toward efforts to prevent and end homelessness. This newly created position will diversify THN’s funding and strengthen the agency’s overall stability, enabling it to expand services to address the growing needs of Texans at risk of experiencing homelessness. Finally, the CDO will join the senior management team at THN and assist in guiding the agency’s growth to enhance our mission of leading Texas communities to make homelessness rare, brief, and non-recurring.

ABOUT THN

Incorporated in 1991, Texas Homeless Network (THN) is a 501(c)(3) non-profit organization that is dedicated to addressing homelessness statewide through education, resources, and advocacy. THN provides training and technical assistance on best practices to prevent and end homelessness. THN serves as the lead agency, Collaborative Applicant, and Homeless Management Information System (HMIS) lead agency for the TX BoS CoC, which covers 215 counties in the state.

QUALIFICATIONS:

Required:

- Understanding and commitment to THN's mission, programs, and initiatives
- Desire to engage in personal and organizational growth toward building equitable systems and responses to the housing crisis
- At least 10 years of experience in fundraising and development, with a proven track record in overseeing all fundraising efforts while having a huge focus on major gifts and corporate partnerships
- Experience supervising development and/or communications professionals, with strong team leadership skills
- Strategic, goal-oriented approach to development, with demonstrated success in achieving fundraising targets
- Strong organizational and project management skills, with an ability to work on multiple projects under tight deadlines
- Proficiency with donor management software and data analysis to support targeted fundraising efforts
- Excellent verbal and written communication skills, with a compelling ability to present THN's mission

Preferred:

- Familiarity with Texas's philanthropic landscape, with established connections in major gifts and corporate giving sectors
- Knowledge of nonprofit financials and budget management as they relate to funding needs
- Experience in homelessness services, housing, or social services sector is a plus

WHAT YOU'LL DO:

Strategic Development and Donor Engagement (70%)

- Lead the creation and execution of a comprehensive fundraising & marketing strategy for THN
- Cultivate and manage relationships with high-net-worth individuals, corporate partners, and community stakeholders to secure funding for THN's mission
- Develop and monitor KPIs, tracking fundraising outcomes to report to the CEO and Board of Directors
- Represent THN at relevant community events, donor engagements, and conferences to build awareness and enhance fundraising efforts
- Develop and execute a donor stewardship plan to retain and recognize THN's key supporters

Management and Collaboration (30%)

- Supervise and mentor the Director of Development and Communications, ensuring alignment on goals and strategy
- Equip the CEO with targeted strategies, donor insights, and engagement tools to facilitate high-level solicitations
- Collaborate with THN leadership to integrate fundraising, advocacy, and public relations efforts
- Other duties needed to help fulfill THN's mission and values will be assigned

WORKING ENVIRONMENT:

- THN offers a hybrid work model
- Applicants who can meet in person with THN's leadership at least twice per week are preferred
- Occasional travel across Texas with notice when possible
- Occasional nights and weekends, especially during events or large projects

BENEFITS:

THN offers a comprehensive benefits package that includes:

- 100% employer-paid health, dental, and vision insurance (50% for dependents)
- 2% employer matching 401(k) retirement plan
- Generous paid time off, including holidays, self-care days, and a winter break
- 12 weeks of paid parental leave
- Flexible work schedule and remote work options with supervisory approval

APPLYING:

Are you intrigued by this job announcement but don't meet every single requirement? THN is committed to employment equity and building a diverse and inclusive workplace. If you're excited about this position but your experience doesn't align perfectly, please apply anyway.

Email a resume, cover letter, and three professional references to hr@thn.org. This position will remain open until filled. Applicants will be contacted and informed if they are selected for an interview. Please include **"Chief Development Officer"** in the subject line of all communication about this position.

THN is an equal-opportunity employer that offers positions with varying skill levels and responsibilities that amplify our mission. We strongly encourage members of traditionally underrepresented communities to apply, including those with a lived experience of homelessness; people of color, LGBTQ-identified people, gender-nonconforming people; as well as individuals with disabilities, veterans, and people who speak a language in addition to English.

This role calls for a leader dedicated to securing the resources to drive THN's mission forward. We look forward to welcoming a new Chief Development Officer to our team.