



Tri-County Cradle to Career Collaborative

Chief Development Officer

About Tri-County Cradle to Career Collaborative (TCCC)

TCCC's vision is that all children are embraced by our community as our own and supported to reach their full potential in school and in life, cradle to career. Our mission is to build collective power to transform education by changing systems to allow Black and brown children to achieve their goals. We have brought together a cradle to career network to address the persistent and systemic educational inequities in Berkeley, Charleston, and Dorchester counties. With the support of back-bone Team staff, we work to close the educational equity gaps at every stage along the cradle to career educational journey. Using the StriveTogether collective impact framework, we are aligning around a common vision, using data to hold each other accountable, taking collective action, and advocating for equitable, systemic change.

TCCC is dedicated to becoming an anti-racist organization. We have committed to examining how racism lives in each of us as individuals and in the fabric of our organization and its policies, culture, and traditions. We hold ourselves accountable to equitable and excellent outcomes in the tri-county region in which we work by providing consistent, transparent, and candid reviews to our staff, Board, and partners on our strategies and commitments. We are also committed to educating ourselves and taking action over time to grow an anti-racist organization. We come to this task with deep humility, knowing that we have much to learn.

We seek to create significant and deep impact in each of the 6 Cradle to Career milestone areas:

- Students will enter kindergarten ready to learn.
- Students will master critical math and literacy concepts in 3rd grade.
- Students will master critical math and literacy concepts in 8th grade.
- Students will graduate high school ready to succeed in college or the modern-day workforce.
- Students will enroll in a college or career program or obtain employment in the modern-day workforce.
- Students who enroll in college or a career program will graduate ready to enter the modern-day workforce.

Our backbone Team serves as a catalyst to unify and convene. We work in the space between systems to connect multiple entities into a seamless network of student support. We are process experts trained in results-based accountability, continuous improvement, complex systems change, equity, research, business operations, project management, communications, data strategy, human centered design, and group process facilitation.

Our backbone Team supports our partners and action networks focused on eliminating the disparities at each milestone. They report progress towards these milestone goals as well as support networks in identifying what intervention strategies are working to close the equity gaps. They encourage collective learning and continuous improvement. The Team is the “connective tissue” that holds the partnerships together and enables the educational equity eco-system to function more effectively and efficiently.



Job Description

Reporting to the CEO, the Chief Development Officer (CDO) will be the primary strategist for and manager of TCCC's fund development, business development, and investment activities to help donors accomplish their philanthropic goals while ensuring that TCCC meets its stated revenue goals. The Chief Development Officer will have a key role in crafting the vision for the future sustainability of TCCC's mission and vision across three counties, Charleston, Berkeley, and Dorchester. Working closely with the CEO, Board of Directors, internal team, TCCC's Development Committee, Community Leadership Council, action networks, and affinity groups, the CDO will create, expand, and maximize fundraising and engagement strategies including individuals, corporate, foundations, and government entities. The CDO will develop strong, authentic relationships across multiple communities, inviting input and partnership, serve as a prominent ambassador and spokesperson for the organization, and meet or exceed established annual fundraising goals while creating a culture of collaboration, transparency, authenticity, and partnership.

Key Areas of Responsibilities

Systems, Processes, and Structure: Develop efficient and effective systems, processes, and structures to support excellence and transparency in prospecting, cultivation, stewardship, gift recognition, tracking, donor communication, and donor management.

Strategic Development: Create annual and long-term fundraising goals for all giving categories to illuminate investor opportunities; plan, budget, and strategize in collaboration with key internal and external stakeholders; lead the implementation of strategies; monitor progress and evaluate results by developing and maintaining reports on fundraising performance against budget and report on variances in conjunction with the Finance & Audit Committee.

Donor Cultivation, Retention, Growth, and Solicitation: Develop relationships throughout the tri-county region to support TCCC and subsequent initiatives; ensure donors are cultivated and moved through an efficient and meaningful donor journey that begins with cultivation and continues through donor awareness, intent, goals, considerations, gifts, retention, and growth. Utilize technology and other resources needed to plan for and execute this work; ensure CEO, volunteers, and appropriate TCCC team members are included in the process and solicitations when appropriate.

Corporate & Foundation Development: Build and maintain meaningful relationships with corporate and foundation contacts to ensure they are achieving their CSR/Foundation goals; maintain a robust pipeline of corporation and foundation support that will lead to the generation of new and continued revenue/investment opportunities; research, author, submit, and track grants to achieve stated grant goals.

Volunteer Management: Provide guidance, support, and leadership to various TCCC volunteers including Development Committee members, Board members, affinity groups, and others to ensure meaningful experiences and success while utilizing social, moral, and reputational capital to achieve stated goals.



Donor Stewardship: In partnership with CEO and TCCC team, develop and implement a strong stewardship plan across all revenue categories, (individual, corporate, government and municipalities, foundation grants, and higher education) that provides opportunities for engagement across TCCC's internal and external partners to ensure they experience excellence in service and standards.

Campaigns: Manage all appeal campaigns. Manage and monitor online giving initiatives. Author pitch, concept papers, and presentations to support overall development efforts. Work collaboratively with other program areas to advance fundraising goals.

Education, Knowledge, and Experience Requirements

- Bachelor's degree with five or more years of relevant work experience with track record of meeting or exceeding annual goals in all areas of development
- Minimum of 7 years senior level sales experience
- Demonstrated success in all areas of fund development and/or sales
- Strategic thinker
- Strong familiarity with equity issues
- Ability to manage details and work independently
- Impeccable written and oral communication skills
- Outstanding interpersonal skills
- Proficiency in Microsoft applications
- Familiarity with public education landscape in Berkeley, Charleston, and Dorchester counties
- Familiarity with public education landscape in South Carolina

Position Competencies:

- **Cultural Competence:** Respects and works well with people of all backgrounds. Understands and invites diverse perspectives to the table and is sensitive to group differences. Views diversity as an opportunity. Challenges bias and intolerance.
- **Project Management:** Sets and adhere to strict deadlines and operates well under pressure of quick turnarounds. Exhibits strong planning and organizational skills and demonstrates an ability to collaborate well with others.
- **Relationship Development:** Builds and grows lasting, transformational relationships at all levels. Internally works highly collaboratively with all members of the TCCC Team. Externally demonstrates an ability to cultivate and to grow both new and existing relationships in the community.
- **Entrepreneurial Mindset:** Innovative, self-starter who thrives on creating new business, overcoming obstacles, exceeding set goals, seeks out new opportunities, and demonstrates tenacity.



Benefits and Other Information:

We offer a unique, flexible work culture that is incredibly data-driven, results-driven, and mission-focused. TCCC's Team cares deeply about closing the opportunity gap in the tri-county region and you will have a chance daily to impact the lives of thousands of students on a small, but mighty Team. Here are a few important details:

- Compensation is commensurate with experience and expertise and is highly competitive.
- We offer a flexible work schedule and remote working. Position will require some flexibility in hours with some night and weekend work.
- Role may require regular travel throughout the tri-county area. Reliable transportation is necessary.
- We strive to be a learning organization. We provide professional development opportunities as well as an annual staff retreat.

Tri-County Cradle to Career Collaborative is an equal opportunity employer, hiring and promoting staff and providing equity training to individuals without regard to race, creed, ethnicity, gender, sexual orientation, marital status, national origin, age, or physical ability. Women, underrepresented minorities, people with disabilities and veterans are strongly encouraged to apply.

Please send cover letter, resume, and references to mary@tricountycradletocareer.org