

PERSIST

Job Title: Advancement Director

Location: Nashville (TN) with hybrid schedule

Employment Type: Full-time. Starting July 2024

To Apply: Submit your application through our website www.persistnashville.org/join-our-team. Send any questions to jennifer@persistnashville.org.

Hiring Timeline: Applications will be reviewed as received.. Applicants will receive next steps communication no later than 48 hours from application. Employment could begin as early as July 2024 (depending on applicants availability).

Salary: \$65,00-\$80,000 (salary varies based on experience)

Meet our Team: <https://www.persistnashville.org/our-team>

About Persist Nashville

In 2019, Scott Campbell and Kristen King, Persist Nashville's co-founders, became aware of the startling statistic that only 1 in 4 Metro Nashville Public Schools graduates was earning a college degree within six years of high school graduation. As high school educators, Scott and Kristen knew that these statistics did not accurately reflect the ambitions and aptitude of the students they served. They envisioned an organization that could leverage technology to provide high-quality college success coaching to low-income students, first generation college students, and students of color. Persist Nashville was founded with the vision to double the number of Nashville graduates earning a college degree and with the mission to empower those graduates to earn their degree.

The Role

The Advancement Director develops and executes a comprehensive advancement plan and calendar. In this role, you will design, direct, and coordinate the annual giving program, major gift program, special fundraising events and donor recognition programs to support an operating budget of \$1.25M for Fiscal Year 2025, \$1.35M for Fiscal Year 2026, and \$1.5M for Fiscal Year 2027. To be successful at Persist, you must demonstrate Persist's core values and be smart, humble, and hungry. This is a great opportunity for the right person to design and build a comprehensive fundraising program within a nimble and flexible organization.

Primary Responsibilities Include:

- **Fundraising Strategy:** Developing and implementing comprehensive fundraising strategies aligned with the organization's mission and goals.
- **Donor Cultivation and Stewardship:** Building and maintaining relationships with donors, both individual and institutional, to secure financial support for the organization. This involves identifying prospective donors, nurturing existing relationships, and ensuring donors feel valued and appreciated.
- **Grant Writing and Management:** Researching and applying for grants from foundations, government agencies, and other funding sources. Managing the grant application process, ensuring compliance with grant requirements, and reporting on grant-funded activities.
- **Event management:** Planning, organizing, and executing successful events to further the organization's mission and engage stakeholders
- **Annual Giving Campaigns:** Overseeing the planning, execution, and evaluation of annual giving campaigns, including direct mail, online fundraising, and special events.
- **Marketing and Communications:** Collaborating with the marketing and communications team to create messaging and materials that effectively communicate the organization's mission, impact, and funding needs to donors and the public.
- **Board Engagement:** Engaging and educating the board of directors on fundraising best practices, assisting board members in their fundraising efforts, and supporting board development initiatives.
- **Data Analysis and Reporting:** Monitoring and analyzing fundraising data to track progress toward fundraising goals, identify trends, and make data-driven decisions to optimize fundraising strategies.
- **Collaboration and Leadership:** Collaborating with other staff members, volunteers, and stakeholders to integrate fundraising efforts with other organizational activities.

PERSIST

- **Budget Management:** Developing and managing the fundraising budget, allocating resources effectively, and ensuring responsible stewardship of donor funds.
- **Professional Development:** Staying informed about current trends and best practices in fundraising and nonprofit management through professional development opportunities, networking, and participation in relevant conferences and workshops.

Experiences, Skills, and Traits:

- Bachelor's degree in marketing, nonprofit management, business administration, or a related field.
- Minimum of four years of fundraising experience, with a clear track record of success in building donor relationships and securing major gifts or relevant experience.
- Experience managing comprehensive fundraising campaigns and initiatives, including annual giving, major gifts, and special events.
- Strong leadership skills, with the ability to inspire and motivate staff, volunteers, and donors.
- Excellent communication and interpersonal skills, with the ability to build rapport with diverse stakeholders.
- Proficiency in fundraising software and CRM databases, with prior experience using Salesforce considered an advantage.
- Commitment to the organization's mission and values, with a deep commitment to equitable outcomes in education.

Persist's Commitment to Community, Equity and Diversity

- At Persist, we honor diversity, equity, and inclusion by designing our programs with our community, not for our community, through developing students in paid leadership opportunities within the organization and working with community partners and schools to meet their needs.
- We are aware of our power and privilege and intentionally engage in conversations with our team and the communities we serve to ensure we are meeting needs in a culturally responsive manner.
- We recognize being an anti-racist organization is a continual journey and we are committed to our growth in this journey.

Whole Person Benefits Philosophy:

Persist Nashville believes in creating a high performing and sustainable workplace and is committed to attracting and retaining diverse team members who believe in empowering Nashville's graduates and uphold our core values. Persist Nashville provides a job that encompasses comprehensive and competitive benefits, compensation, career development, and cares about you as a person. We believe in compensating team members fairly in relation to each other, their qualifications, and their impact on behalf of the organization and we take internal equity seriously. Persist Nashville provides health, dental and vision insurance, competitive salaries, matching 401k, encourages flexible working locations, has unlimited vacation time, hosts fun team-building events, provides employees a MacBook plus home-office supplies, and gives you a healthy professional development budget for you to read great books and attend learning fueled workshops. Persist Nashville reserves the right to change benefits at any time.

Persist Nashville is an equal opportunity employer. We value a diverse workforce and an inclusive work culture. We consider applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status and record of arrest or conviction, or any other characteristic protected by applicable law.

Black people; Indigenous people; people of color; LGTBQIA people, people with disabilities; protected veterans; and formerly incarcerated individuals are all strongly encouraged to apply.