



**CENTER** *for*  
**COMMUNITY CHANGE**

**Deputy Director of Development**  
*Washington, DC*

## **About the Search**

Founded in 1968 to honor the life and values of Robert F. Kennedy, Center for Community Change (CCC) has been instrumental in the fight for uplifting diverse communities in America and creating a society in which everyone can reach their full potential. Inspired by a belief in the dignity of all people, the Center has been instrumental in the fight for comprehensive and fair immigration reform, a push for a bold jobs agenda, and protecting essential retirement security programs. The Center played a major role in recent positive changes to immigration laws which will keep thousands of immigrant families together. CCC was also a major contributor in the coalition that worked to help pass the historic health care reform bill in 2010. Their Housing Trust Fund Project has helped bring affordable housing to millions of people for well over two decades.



In order to fulfill their commitment to helping build powerful and dynamic movements across America, the Center for Community Change is seeking a confident and innovative Deputy Director of Development to serve as part of the Senior Leadership Team and help lead a talented development team. Through the identification, cultivation, solicitation and stewardship of individual, foundation, and other prospects, this individual is accountable for planning, implementing, growing and evaluating the overall development program at CCC. S/he will work to diversify funding streams and ensure the long-range viability of the Center and the Campaign for Community Change, a 501(c)4 organization. This individual will report to the Director of Institutional Advancement and will be based out of the Center's offices in Washington, D.C.

## **About the Center for Community Change**

The Center for Community Change's mission is to build the power and capacity of low-income people, especially low-income people of color, to have a significant impact in improving their communities and the policies and institutions that affect their lives. They achieve this through both traditional and online community organizing. The Center is one of the longest-standing champions for low-income people and communities of color. They work to strengthen, connect and mobilize grassroots groups to enhance their leadership, voice and power through the lens of its core values: creativity, courage and compassion. The Center hopes to establish a new politics based on community values instead of an "on your own" mentality.

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Since its inception, the organization has been driven by the belief that everyone should be engaged in the nation's future and that uniting communities can build a stronger country. The Center focuses its work in a variety of areas such as uniting progressive grassroots groups and community volunteer coalitions around common goals, building teams that focus on economic equality, actively pursuing comprehensive immigration reform at both the state and national levels, protecting retirement security, and increasing access to affordable housing. Through its campaigns and initiatives, the Center is able to instill a sense of movement and positive change in communities by successfully amplifying the voices of the people most influenced by the policies enacted at the local, state and national levels. Since 2006, CCC has done this in partnership with its 501(c)4 sister organization, the Campaign for Community Change.

## Center for Community Change strives to:



### **Amplify Community Voices**

The Center works to strengthen the local power of grassroots groups and elevate their voices to a national level. The Center leverages its relationships with key community leaders and partners, and ethnic and national media to advocate for low-income people.



### **Combine Grassroots Power to Win**

The Center unites grassroots groups and leaders across race, ethnicity, issues and geography to discuss and solve some of the most pressing problems facing low-income individuals and families today.



### **Build the Social Movements of Tomorrow**

The Center discovers opportunity and potential and nurtures the next generation of leaders. They bring together the most creative thinkers to develop innovative solutions and create a vision for a unified and equal America.

## **About the Position**

### **Key Responsibilities**

- Commitment to the Center for Community Change's mission and vision.
- Develop, implement and monitor short- and long-term development goals and strategies to support the Center's mission; report progress to the Director of Institutional Advancement.
- Plan and coordinate the implementation of a comprehensive development program in conjunction with the Senior Leadership Team including:
  - Determine strategic direction and develop appropriate and supportive development strategies with the Senior Leadership Team;
  - Set goals and strategies;

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- Establish timelines and work plans;
- Conduct prospect identification and expand the current donor database;
- Conduct donor cultivation, solicitation, stewardship and recognition;
- Develop and maintain relationships with high-level donors, foundation contacts, public organizations, volunteers, and other supporters of the Center;
- Implement strategies to build the Center's endowment;
- Supervise proposal-writing and grant-tracking system.
- Ensure the long-range financial stability of CCC, a 501(c)3 organization, and the Campaign for Community Change, a 501(c)4 organization;
- Work with the Director of Institutional Advancement to plan and execute the Center's annual Community Change Champion Awards event.

### **Inter-Departmental and External Coordination and Collaboration:**

- Work effectively with the Senior Leadership Team and the Board through cultivation, solicitation, and stewardship processes and strategies. Be a trusted advisor to colleagues.
- Contribute to organizational creativity, communications and effectiveness; complete planning and budget responsibilities for long-term viability.
- Manage a staff of 2 and build a strong, successful resource generation team focused on results.
- Serve as a mentor to staff and work to develop talent and leverage resources.
- Work with the Communications Department to ensure that development and communications functions are mutually reinforcing, and to expand capacity for on-line fundraising, advocacy and membership acquisition.
- Assist with the development of annual and program budgets, and financial reports.
- Exhibit respect for and excellent service to donors, all members of the Center's staff, volunteers and the public through prompt, courteous and respectful communication and responsiveness.
- Embrace a mission-driven, cohesive and supportive attitude within the organization.
- Maintain professionalism in all departmental activities and outreach and promote confidentiality of privileged information.
- Establish trust and maintain strong relationships with board members, donors, and all supporters of the Center.
- Embrace organizational core values of creativity, compassion and courage.

### **Ideal Experience & Skills**

- Bachelor's degree required; advanced degree preferred.
- An understanding of political fundraising preferred.
- At least 5-7 years of development experience in a non-profit with a successful fundraising record.
- An entrepreneurial spirit who can handle a fast-paced environment.

- A deep, broad knowledge of development, including all aspects of fundraising with a strong background in securing major gifts and diversifying funding streams.
- An ambitious, innovative, and creative approach to development strategies.
- Ability to motivate diverse groups to fundraise and achieve target goals.
- Strategically harness the passion of others to maximize development opportunities.
- Success in developing and executing forward-thinking and strategic plans.
- Demonstrated success working with Board members and a Senior Leadership team.
- Ability to work effectively as a leader and team-member in a dynamic setting and comfortable in a highly collaborative work environment.
- Ability to communicate confidently and effectively with staff and board members; must have strong written, oral and listening skills.
- Strong planning skills and ability to prioritize work activities to achieve goals in a timely manner.
- Demonstrated success leading teams, building consensus, and inspiring confidence and respect.
- Strong moral and ethical character.

## To Apply



Questions, resumes and CVs should be sent to: [search@driconsulting.com](mailto:search@driconsulting.com).

All first round interviews for the Deputy Director of Development will take place at Development Resources, *inc.* at 1601 N. Kent Street, Suite 1200, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

Center for Community Change is an Equal Opportunity Employer and is seeking a diverse slate of qualified candidates for formal consideration.

