

**Development Director
Scouting America, Mayflower Council
Milford, Massachusetts**

Position Summary

The Development Director provides leadership, planning, and execution for the Mayflower Council's annual fundraising initiatives in support of the council's mission to prepare young people to make ethical and moral choices over their lifetimes. Reporting to the Director of Development, this position is responsible for managing key fundraising campaigns, cultivating donor relationships, expanding corporate and community partnerships, and recruiting and supporting volunteers who lead fundraising efforts throughout the council.

The Development Director serves as a key member of the Development team, helping to strengthen the council's culture of philanthropy through effective stewardship, donor engagement, strategic communications, and innovative fundraising initiatives that ensure the financial sustainability of the council's programs.

Essential Responsibilities

Annual Giving & Campaign Management

- Manage and grow the council's annual campaign, including planning, volunteer recruitment, campaign execution, reporting, and stewardship.
- Coordinate and oversee the council's annual product sale, working closely with volunteers, unit leaders, and staff to maximize participation and sales growth.
- Plan, organize, and expand special fundraising events in the MetroWest that engage donors, corporate partners, and community stakeholders.
- Develop and implement fundraising strategies that increase annual giving from alumni, parents, community members, foundations, and new prospective donors.
- Identify and pursue diversified revenue opportunities that support the council's long-term financial sustainability.
- Strengthen the Council's long-term financial sustainability by growing its endowment by identifying potential donors.
- Develop communication and fundraising materials for campaigns.

Donor & Community Engagement

- Cultivate, solicit, and steward individual, corporate, and foundation donors.
- Develop and strengthen relationships with existing sponsors while identifying and securing new sponsorship opportunities.
- Build strategic partnerships with corporations, civic organizations, educational institutions, and community groups.
- Represent the council professionally at community meetings, fundraising events, chamber events and networking opportunities.
- Assist in donor research, prospect identification, portfolio management, and stewardship activities in collaboration with the Director of Development.

Volunteer Leadership

- Recruit, train, mentor, and support volunteers serving in fundraising leadership roles.

- Recruit community fundraising chairs and committees for the annual campaign, product sale, and special events.
- Provide volunteers with strategic guidance, fundraising resources, and logistical support to maximize campaign success.
- Foster a positive volunteer experience that encourages continued engagement and leadership development.

Strategic Planning & Administration

- Collaborate with the Director of Development to establish annual fundraising goals, campaign strategies, and performance metrics.
- Monitor fundraising progress and prepare regular reports on campaign performance and donor activity.
- Maintain accurate donor and campaign records utilizing the council's donor management systems.
- Ensure fundraising activities comply with council policies, Scouting America standards, and ethical fundraising practices.
- Support the implementation of the council's long-range development strategy.
- Perform other duties as assigned to advance the mission of the Mayflower Council.

Qualifications

Required

- Bachelor's degree or equivalent combination of education and relevant professional experience.
- Two or more years of experience in fundraising, nonprofit development, sales, marketing, volunteer management, or a related field.
- Demonstrated ability to build and maintain strong relationships with donors, volunteers, and community partners.
- Strong organizational, project management, and time management skills.
- Excellent written, verbal, and presentation communication skills.
- Ability to recruit, motivate, and lead volunteers.
- Proficiency with Microsoft Office, Google Suite, and donor database or CRM systems.
- Valid driver's license, reliable transportation, and the ability to travel throughout the council service area.
- Ability to work evenings and weekends as required for meetings, fundraising events, and volunteer activities.

Preferred

- Experience with donor research, stewardship, and prospect management.

Core Competencies

- Relationship Building
- Volunteer Leadership
- Fundraising Strategy
- Donor Stewardship
- Public Speaking and Presentation
- Project Management
- Collaboration and Teamwork

- Initiative and Results Orientation
- Community Engagement
- Strategic Thinking

Physical Requirements

- Ability to travel regularly throughout the council service area.
- Ability to lift and transport materials weighing up to 25 pounds.
- Ability to attend evening and weekend meetings and events.
- Ability to work both in an office environment and at outdoor Scouting activities and fundraising events.

Work Environment

This position operates in a professional office environment with frequent travel throughout the Mayflower Council service area on the South Shore and MetroWest. The role requires attendance at community meetings, fundraising events, and Scouting activities, including occasional evening and weekend work. Preference will be given to candidates that live in the MetroWest (Middlesex County).

Success Measures

Success in this role will be measured by:

- Achievement of annual fundraising net goal of \$325,000 through; annual giving campaign, product sale, and special events.
- Growth in donor participation and donor retention.
- Increased corporate sponsorship and community partnerships.
- Successful recruitment, engagement, and retention of volunteer fundraising leadership.
- Effective stewardship and cultivation of donors resulting in long-term philanthropic support.
- Contribution to the overall financial sustainability and mission advancement of the Mayflower Council.

Salary and Benefits

- Annual base salary: \$90,000
- Possibility for commission on net return raised above goal
- In addition to offering a competitive salary, professional Scouting offers benefits including major medical insurance, prescription plan, dental, vision, life insurance, long-term disability, and a 403(b)-retirement plan including a matching contribution plan from the company, as well as compensation for authorized and approved business-related expenses to include technology and mileage reimbursement. We also offer a vacation policy and fourteen holiday observances.

How to apply:

Qualified candidates must submit a cover letter and resume with salary history to development@mayflowerbsa.org. Only the most qualified candidates will be contacted.