



Director of Strategic Partnerships Summer Search National

At Summer Search, we believe in 'No Ceilings' and envision a world in which young people, regardless of circumstances, can chart their own destiny. In the United States, students from underserved communities – disproportionately BIPOC and first-generation – face systemic inequities in school, in the workforce, and in life. Nevertheless, these young people possess unique strengths, resilience, and limitless potential.

Since 1990, Summer Search has partnered with young people during their transition from adolescence into adulthood by connecting them to expansive opportunities, professional mentoring, and a community of support. Summer Searchers recognize their potential and build a toolkit to navigate and challenge systemic barriers, break new ground for their families and communities, and achieve economic equity and a life of purpose.

THE OPPORTUNITY

Summer Search National is seeking a Director of Institutional Partnerships to lead the now-centralized Institutional Fundraising team. Reporting to the Managing Director of Development, this hire will lead a team of five (consisting of 3 fundraisers and 2 Grant Writers), hold their own portfolio and work closely with leadership to develop & execute strategies to meet our institutional fundraising revenue goals. This role offers a diverse and engaging range of responsibilities including team management, strategy, collaboration within and outside development, and execution of institutional fundraising.

WHAT YOU'LL DO

Specifically, the Director of Institutional Partnerships will:

Lead the Institutional Partnerships Team, ensuring institutional fundraising revenue goals are met annually for each of our five regional sites (Bay Area, Boston, NYC, Seattle, and Philadelphia):

- Track KPIs and oversee institutional goals.
- Lead a team of five institutional giving staff, supporting them to be high performing and values driven.
- Directly supervise, support, and mentor a team of two Institutional Partnership Managers and an Associate Director of Institutional Partnerships.
- Represent Summer Search externally at donor meetings and events.

Manage a \$1.5-\$2 million+ portfolio of institutional accounts.

- Organize cultivation, solicitation and stewardship of portfolio, with focus on retaining funders and upgrading to 5-6 figure gifts.
- Determine donor strategies, leveraging organizational leadership, board members, and natural partners.

- Secure and build strategy for 10+ funder meetings per quarter.
- Coordinate with Grant Writers.

Provide input on strategy for funders in partnership with institutional team, Managing Director of Development and Chief Advancement Officer

- Collaborate closely with Executive, Program and Development leadership to package our programs to be fundable.
- Support alignment between program data outcomes and funding deliverables.
- Facilitate process for Grant Writers to access and report out on Program data.

WHO YOU ARE

The Director of Institutional Partnerships calls for a strategic development leader who is a strong and experienced people manager. Specifically, this hire will bring:

- **EXPERIENCE:** At least 7 years of non-profit development experience inclusive of at least 3 years of institutional fundraising and experience managing teams and developing strategy.
- **FUNDRAISING STRATEGIES:** You approach fundraising through an analytical and data-driven lens and are hands-on in translating strategy into tangible activities and goals.
- **RELATIONSHIP MANAGEMENT:** You partner with prospects and donors by building lasting relationships to support the organizational mission and meet fundraising goals.
- **DATA MANAGEMENT:** You are adept at the process of acquiring, validating, and managing accurate information within a shared system. You leverage databases to track donor data and organize information within the Development function.
- **PROJECT MANAGEMENT:** You hold yourself and others responsible for processes, decisions, actions, and commitments to results to drive high-quality outcomes. You're responsive to the needs of stakeholders and follow through on commitments.
- **CRITICAL CONSCIOUSNESS:** You have an understanding of the root causes of societal discrimination and injustices and are self-reflective about your own privilege and positional power. You apply critical thinking and take action toward liberatory and inclusive practices.
- **TECHNOLOGY:** Experience with a Development Moves Management system including creating reports and analyzing and tracking data is required. Experience with Raiser's Edge NXT is strongly preferred.

Above all, all Summer Search staff bring a commitment to our mission of unleashing students' potential through mentoring and transformative experiences, as well as the ability to thrive in an environment that values excellence, gratitude, well-being, diversity, authenticity, and collaboration.

LOCATION AND TRAVEL

This is a remote role with the option of working in person in one of our site offices. New hires must be residing in one of their following states by their first day of employment: California, Washington, Pennsylvania, New York, or Massachusetts.

SALARY & BENEFITS

This is an exempt position with a salary range from \$116,085- \$128,613. Summer Search is committed to transparent, equitable compensation practices. Salaries are benchmarked using current market data and salary bands are created to demonstrate the growth potential within the band. Typically, offers are made at the starting place of the salary band. The Hiring Manager partners with the Talent Team to ensure offers are appropriate, competitive and maintain internal equity.

Well-being, flexibility, and ongoing learning and development are pillars of our culture. We value our staff and are committed to creating an environment where every individual feels seen, heard and valued. Investments in our staff include:

- Medical insurance with up to 90% employer contribution
- Dental, vision, FSA, life and disability insurance plans
- 401 (K) and Employer Match up to \$2,000 annually
- Generous time off including 15 vacation days, 10 sick days, and 18 holidays (2 floating holidays of your choice, a birthday day-off, 10 company-wide holidays, and a 1-week December closure). Plus, Re-Fresh Friday's - a paid day off the first Friday of every month!
- A comprehensive Employee Recognition Program (years of service awards, spot awards, and professional development funding).
- A four-week paid sabbatical after five years of continuous employment.
- Individual, local, regional and national training
- A commitment to developing leaders from within the organization.
- An organizational culture that supports staff well-being and holistic self-care/community care
- Ample opportunities to connect with the students and communities we serve.

OUR COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION

With a staff that cares deeply about social justice and racial justice, we believe that diverse perspectives and backgrounds create a rich work environment and enhance our ability to pursue our mission. While we consider candidates from all backgrounds, we especially welcome interest from candidates that reflect the deep diversity of the communities we serve. We are committed to building an organization with raised consciousness in order to impact how we work with students, as well as how we work together as a team. We hope you will join us as we continue to build a justice-centered organization that fosters a work environment where people from all backgrounds are welcomed and valued.

TO APPLY

Submit a resume and targeted cover letter addressed to our search partner Zocalo, kimberly@zocalo.cc, answering the question "Why are you interested in the Sr. Director of Development opportunity at Summer Search?" Please address the cover letter to Kristie Loftus, Managing Director of Development.

SUMMER SEARCH IS AN EQUAL OPPORTUNITY EMPLOYER.