



Position Announcement: Director of Philanthropy Goodwill Industries of the Southern Piedmont Located in: Charlotte, North Carolina

Ask yourself:

Are you an innovative fund development strategist who is energized by aligning diverse fundraising opportunities with strategic priorities? Are you a relationship builder with a genuine passion for addressing social issues and supporting the community? Are you a leader that is creative and willing to try new and innovative paths towards revenue generation?

Why?

Joining Goodwill Industries of the Southern Piedmont as their Director of Philanthropy is not just a job; it's an opportunity to contribute to a mission-focused organization with a singular goal of helping people prosper. The organization comprises 1,200 staff members deeply committed to making a significant impact on individual lives and communities. Here are four reasons why you want to be part of Goodwill:

Innovation and Growth: The role provides a chance to innovate and scale philanthropic efforts. Goodwill is expanding its footprint across 18 counties, presenting an opportunity for someone eager to introduce new initiatives and drive growth within a broad geographic region.

Leadership Continuity: As part of a leadership team dedicated to continuity and succession planning, this role offers the chance to be a crucial part of Goodwill's long-term vision and growth plans.

Engaging Team Dynamics: Working with a collaborative and dedicated team, the environment is dynamic, with people collaborating and partnering to achieve common goals. The organization is known for fostering an enjoyable workplace where individuals thrive.

Broad Impact: The role allows for a broad impact, not only through traditional grant writing but by building relationships with individual and major gift donors. There's a focus on diversifying funding sources and growing the philanthropic arm of the organization.

As a 501c3, most of the organization's income is generated through the retail stores, however expanding contributed revenue will play a key role in their ability to expand programs in the next five years. Goodwill seeks to increase philanthropic giving to \$10 million, or a minimum of \$2 million annually over the next five years.

Want to know more? Visit Goodwill Industries of the Southern Piedmont's website at www.goodwillsp.org

Summary of the Opportunity:

As the Director of Philanthropy at Goodwill Industries of the Southern Piedmont you will spearhead the planning, organization, and direction of all philanthropic efforts. Your role involves identifying, cultivating and soliciting financial donors, establishing robust relationships throughout the region, and securing increased revenue to advance the mission of Goodwill. The Director of Philanthropy reports to the Chief Advancement Officer.

Essential Duties and Responsibilities:

1. Develop and execute a strategic, data-informed multi-year fund development plan, encompassing diverse giving tools such as, major gifts programs, giving circles, grants, planned giving, and annual appeals to secure sustained investments from stakeholders at local, regional, state, and national levels.
2. Identify, qualify, cultivate, solicit, and steward targeted prospective donors, creating a strategic pipeline of donor engagement to maximize philanthropic revenue.
3. Collaborate with the Chief Advancement Officer, Executive Leadership Team, and Board of Directors to foster positive and purposeful prospect and donor relations.
4. Work with the Chief Advancement Officer and the Executive Leadership Team to evaluate funding needs and create the case for support of those opportunities.
5. Supervise a team of two, providing overall direction, coordination, and optimization of all areas of contributed revenue.
6. Focus on securing support for organization-wide priorities and implement a communications strategy to demonstrate the power of these investments.
7. Participate in all aspects of the gift cycle, from initiating contact with potential donors to maintaining stewardship contacts with adherence to the highest ethical standards.
8. Develop a compelling case for support and other messaging through various channels (brochures, appeal letters, video, social media) to inform, educate, and inspire financial investments, amplifying the organization's impact and relevance.
9. Provide coordination and support for special development programs or initiatives as directed by the Chief Advancement Officer.

Supervisory Responsibilities:

Directly supervise Philanthropy Department team members including a Grants Manager and a Donor Relations Manager, overseeing their direction, coordination, and evaluation. Responsibilities include staff management, performance appraisal, conflict resolution, and budget development and management.

To perform this job successfully, an individual must have:

- Compassion and passion for the Goodwill mission to *build pathways that help people pursue the life they want to achieve*.
- A bachelor's degree or equivalent from a four-year college, with a minimum of seven years of non-profit management, fundraising, community relations, or sales experience.
- Excellent communication skills and the ability to effectively present information to diverse groups.
- A high level of emotional intelligence, judgment, and integrity.
- Proficiency in Microsoft Office and database management.
- A valid Driver's License (Class C), car insurance, and maintained a reliable automobile with a safe driving record.
- Experience in managing a team.
- Knowledge of current fundraising principles, strategies, and best practices, with an interest in innovative fundraising strategies.

Think you are the next Director of Philanthropy for Goodwill Industries of the Southern Piedmont?

To apply, click on the link to the Director of Philanthropy position profile at

[ArmstrongMcGuire.com/jobs](https://armstrongmcguire.com/jobs). You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

The salary is \$109-115k. Benefits include a growth oriented and collaborative work environment with a commitment to professional development. Medical Insurance, Dental & Vision, FSA, Life & AD&D, Short-Term Disability, Long-Term Disability, Critical Illness, Benefits Call Center, deferral retirement savings plan with an employer match. Accrued vacation time off starting at 15 days, 10 sick days, and 10 paid holidays.

Goodwill Industries of the Southern Piedmont does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity, age, national origin, disability, genetic information, marital status, amnesty, or status as a covered veteran, in any of its activities or operations. benefits include Team member retail store discount, education assistance, training & development opportunities, paid professional membership dues, among others.

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