

# Director, Organizational Impact & Development

**Department:** The Foundation for the Greater Birmingham CVB

**Reports To:** President & CEO

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## Position Summary

The Director of Organizational Impact & Development is the lead professional responsible for driving the growth, sustainability, and charitable mission of the Foundation. This position architects and executes a comprehensive development strategy focused on securing major funding, cultivating high-level partnerships, and ensuring the Foundation has the resources to create a lasting, positive legacy for the community.

This role is centered on building the Foundation itself into a powerful and effective organization. The Director will lead all fundraising activities, manage board relations, and translate the Foundation's strategic vision into measurable outcomes, ensuring it serves as a vital tool for community investment and destination enhancement.

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## Key Responsibilities

### 1. Organizational Development & Strategic Fundraising

- Design, lead, and execute a multi-faceted fundraising strategy to secure major gifts, corporate partnerships, grants, and foundation support to fuel the Foundation's mission.
- Build, cultivate, and personally manage a portfolio of high-value corporate and philanthropic donors, serving as the primary relationship manager.
- Identify and secure new revenue opportunities that ensure the long-term financial health and sustainability of the Foundation.
- Oversee all Foundation-led fundraising events and campaigns from concept to successful execution and stewardship.

### 2. Board Management & Governance

- Serve as the primary liaison to the Foundation Board of Directors, responsible for planning and leading board meetings, guiding strategy, and ensuring effective governance.
- Work with the President & CEO to recruit and onboard new board members who align with the Foundation's strategic needs.
- Keep the board informed and engaged, providing clear reports on financial performance, fundraising progress, and mission impact.

### 3. Community Impact & Partnership Cultivation

- Develop and manage strategic partnerships with community stakeholders, corporate partners, and non-profit organizations to advance the Foundation's objectives.
- Oversee the strategy and implementation of the Foundation's community-based initiatives and legacy programs, ensuring they align with donor intent and community needs.
- Serve as the primary external advocate for the Foundation, clearly articulating its mission, impact, and value to the community.

### 4. Financial & Operational Leadership

- Prepare and manage the Foundation's annual budget, providing regular financial reports and data-driven insights to the President & CEO and the Board.
- Ensure all fundraising and programmatic activities operate with a high degree of fiscal responsibility and maximize return on investment.
- Oversee all operational aspects of the Foundation, ensuring compliance with all legal and ethical standards for a 501(c)(3) organization.

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## Qualifications & Key Competencies

- **Experience:** 7+ years of professional experience in non-profit fundraising, development, or major gift cultivation. Experience within a community foundation, DMO, or similar organization is highly preferred.
- **Proven Fundraiser:** A demonstrated track record of successfully securing significant corporate sponsorships, major gifts, and grants.
- **Board Relations:** Experience working directly with and managing a Board of Directors is essential.
- **Strategic Execution:** Ability to think strategically and translate a high-level vision into a detailed, actionable development plan with measurable outcomes.
- **Relationship Builder:** Exceptional interpersonal and communication skills with a proven ability to build and maintain relationships with a diverse group of stakeholders, from C-suite executives to philanthropic leaders.
- **Entrepreneurial Mindset:** A results-driven, self-starting leader who is adept at building programs, identifying new opportunities, and managing multiple priorities in a dynamic environment.