



experience camps

CHIEF DEVELOPMENT OFFICER

Experience Camps is a national nonprofit that transforms the lives of grieving children through summer camp programs and innovative, year-round initiatives. Through compassion, connection, and play, we allow grieving children to embody a life full of hope and possibility. By amplifying their voices, we are creating a more grief-sensitive culture.

More than five million children in the U.S. will experience the death of a parent, sibling or primary caregiver by the time they turn 18. Left unaddressed, childhood grief can undermine a child's future. But with the proper interventions and an ecosystem of support around them, it can lead to remarkable resilience.

Experience Camps is on an ambitious growth trajectory to reach more grieving children through camp and beyond. We believe all grieving children deserve a life rich with possibility.

The Opportunity

Reporting to the Chief Experience Officer, the Chief Development Officer (CDO) oversees policy, strategy, and execution of work in the Development Office, including individual and planned giving, corporate and foundation relations, event execution, database management and donor stewardship.

The ideal CDO is a relational and experienced individual who successfully plans and implements fundraising initiatives and campaigns while advancing strategic priorities through the development and stewardship of internal and external relationships.

www.experiencecamps.org

RESPONSIBILITIES

Strategy, Implementation and Leadership

- Lead, manage, and develop a team of development channel managers, including Major Gifts, Events, Grants, Digital Marketing, and those who support those channels through database management, administration, and stewardship
- Ensure that stakeholders across the organization understand the importance of fundraising at all levels, articulate fundraising best practices, and provide the resources and tools necessary for fundraising success
- Oversee systems and processes for gift management, stewardship, and reporting
- Guide and implement key fundraising aspects of the Strategic Plan
- Develop and drive organizational fundraising goals, including long-range, annual, project-based, and individual channel approaches
- Coach and motivate leadership, board, staff, and volunteers for fundraising success in cultivation, solicitation, and stewardship
- Maintain a portfolio of 100 donors and prospects with the capacity to make leadership gifts to Experience Camps of \$25,000 or more
- Develop long-term relationships between donors and Experience Camps, and create meaningful opportunities for engagement and support

SKILLS AND QUALIFICATIONS

- Has a go-getter attitude with the ability to deliver results and work autonomously
- Is an excellent written and verbal communicator
- Is able to build relationships with internal and external stakeholders through cultivation and stewardship
- Has a minimum of 6 – 10 years of relevant professional experience in a non-profit development position, with increasing levels of responsibility
- Has a proven track record of identifying, cultivating, closing, and stewarding multiple 5-7 figure philanthropic gifts from individuals, foundations, and corporations
- Has broad knowledge of the principles of fundraising
- Has experience supervising staff and building metrics-based goals
- Is self-motivated, ambitious, and goal-oriented
- Has a passion for the mission of Experience Camps

EXPECTATIONS AND COMPENSATION

- Salary: \$135,000 - 160,000, based on experience and skills alignment
- This is a full-time, year-round position, 40-50 hours per week.
- In addition to the annual base salary, Experience Camps offers a benefits package for full-time employees including employer-subsidized health, wellness and technology benefits, a healthcare concierge service, flexible work scheduling, PTO based on total years of professional experience, bereavement, and parental leave.
- This position may be remote or hybrid, based on proximity to our HQ in Westport, CT. Some travel will be expected for donor meetings, team summits, conferences, and events.

ABOUT OUR TEAM

We don't take ourselves too seriously, but we take the work very seriously. We laugh a lot. We live by the values. We love what we do. We take our vacation days and believe in self-care. We are a unique blend of strengths and personalities and we seek to understand each other. We get downright giddy at the mention of camp.

OUR CORE VALUES • C.A.M.P.

- **Come As You Are (unless you're a jerk):** Bring your unique voice and your authentic self to the table. Have an open mind and respect the value in other perspectives.
- **Always FTK:** Stay true to the mission and focus on the outcomes. Above all else, we are here For The Kids.
- **Make it Count:** Whatever you do, do it well. Inspire others through your actions. Lead with passion. Love what you do.
- **Pass the Squeeze:** Offer support when it's needed. Accept support when it's offered. Be a team player.

APPLY ONLINE

Apply online at [experiencecamps.org/jobs](https://www.experiencecamps.org/jobs)