



## Development Director

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### ORGANIZATION OVERVIEW

Wishbone is a non-profit organization dedicated to sending low-income students to high-quality summer programs. We believe that closing the opportunity gap is essential in the fight against the education crisis facing America. Wishbone was founded in 2012 by former public high school teacher, Beth Schmidt.

We believe in the sheer force of passion. Through out-of-school programs, students can pursue a passion that shifts the way they see themselves in the world. When students come alive and truly find their spark, curiosity follows. This curiosity for learning and for life leads to long-term success. The true agents of lifelong success—persistence, self-confidence, and grit—are best learned through out-of-school, real-life experiences.

Since 2012, we have raised over \$3,000,000 to send over 1,500 students to programs at top institutions such as Academy of Art University, Brown University, Duke University, Nike Sports Camps, and Parsons School of Design. We've found that after returning from summer programs, these students improve academically; they are more prepared and independent; they are more confident and curious. Most importantly, they come back to their communities to inspire others.

Wishbone is a technology-driven organization, supported by Silicon Valley's top technology talent. Due to consistent iteration on our tools and platform, we've unified the disjointed ecosystem of program providers, donors, at-risk schools, low-income students, and their teachers. In addition, we've raised exclusive scholarship funding directly for our students.

Three services are at the heart of Wishbone's value:

- A deep, unified network of out-of-school program providers
- A high-scale student sourcing and vetting system
- A pipeline of sustainable funding sources

We are strengthening our core team, improving our summer program partnerships, and offering scholarships to over 2,000 students in the next three years — making Wishbone the largest summer program access network for low-income students in America. Currently, Wishbone's regions include the San Francisco Bay Area, New York City, Connecticut, and Los Angeles. For more information visit: <http://www.wishbone.org/>

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### POSITION OVERVIEW

We are looking for an entrepreneurial development professional to spearhead Wishbone's fundraising efforts to secure the resources we need to thrive and grow. The Development Director is responsible for designing and implementing a comprehensive and creative fundraising strategy, including securing major contributions from foundations, individual philanthropists, corporations as well as promoting Wishbone's crowdfunding campaigns. This hands-on position offers the unique opportunity to shape all aspects of the organization's philanthropic efforts. As this is a new position in the organization, the Development Director will collaborate closely with the Chief Executive Officer to ensure Wishbone has the funds to sustain the next phase of growth.

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## KEY RESPONSIBILITIES

### Strategy

- Develop a comprehensive development strategy to support student tuition costs and general operating costs, including goal setting and budget management
- Define a successful approach to diversifying and sustaining funding sources in alignment with a very seasonal operation
- Create compelling grant and development materials
- Collaborate with the CEO and Board of Directors on strategic decisions
- Develop and nurture sustainable donor pipeline for crowdfunding

### Implementation

- Steward and deepen relationships with Wishbone's funding partners
  - Cultivate donor engagement at all levels, including our crowdfunding campaigns and gifts at the \$10,000+ level
  - Create and manage new major gift prospect identification, solicitation, and stewardship for donors and prospects in Wishbone's key regions
  - Facilitate major donor meetings with the Chief Executive Officer
  - Author grant proposals and reports
  - Complete all grant requirements with a high level of integrity
  - Maintain key systems to ensure accurate records of donors, funding, proposals, and reports
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## QUALIFICATIONS

- 7+ years of experience, including at least five years in fundraising for nonprofits
  - Successfully managed a portfolio of major donors, including foundations, individuals, and corporations to support multi-million dollar fundraising campaigns
  - Demonstrated ability to build meaningful, healthy relationships with all types of stakeholders
  - Exemplary writing, editing, presentation, and verbal communication skills, including experience addressing different types of audiences
  - Experience making complex issues accessible and compelling through storytelling and data
  - Track record of excellent judgment in a wide variety of situations
  - Proven comfort working in a fast-paced start-up work environment; must be flexible, adaptable, and organized
  - Thrives in team situations with a high degree of creativity, meaningful collaboration, and accountability
  - Existing relationships with philanthropists and foundations preferred
  - Knowledge of the US education landscape, especially for low-income teens
  - Undergraduate degree required
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This position reports to Wishbone's Chief Executive Officer and is based in our San Francisco office. Travel is expected to be approximately 15-20% of time to meet in person with donors and foundation partners.

We offer a competitive salary and benefits package, depending on experience and qualifications. To apply, send cover letter and resume to Wishbone's CEO Marny Sumrall at [hr@wishbone.org](mailto:hr@wishbone.org).

Wishbone.org is an Equal Opportunity Employer and encourages applicants of all backgrounds to apply. Wishbone.org is committed to diversity in our organization.