

## GIVING DIRECTOR CANDIDATE PROFILE



**At Care and Share Food Bank, we believe that no one should go hungry.** Every day, we provide food to our partner food pantries and meal sites across Southern Colorado to serve our neighbors in need because well-fed communities are better for us all.

Care and Share exists to ensure that the one in eight Southern Coloradans at risk of hunger have access to enough healthy and nutritious food to thrive. We know that children without adequate access to food cannot develop successfully, families cannot plan for their future, and seniors find it more difficult to remain independent.

### **The Opportunity**

Making sure we can increase our impact requires a robust fundraising team, and we need one more committed person to round out that team. Care and Share is seeking someone who is eager to get out and talk to funding prospects about the impact of our work, and to generate results from those conversations. **This is the farthest thing from a desk job!** In fact, we want someone in this role who feels like **they must be connecting with people one-on-one as much as possible.**

The **ideal candidate** is someone **who:**

1. **Has sales experience, ideally a setting that includes team selling, consultative sales, or business development (traditional fundraising experience is not necessary).** This is a great storyteller, who engages authentically and builds long-term relationships, and is not afraid to make the ask.
2. **Seeks out opportunities to collaborate.** This person is not attached to handling every step of engaging prospective donors, and regularly practices bringing in other team members, knowing when to step in, and when to hand off a relationship. In addition, this is someone who leads with curiosity, who wants to understand what others on the team are working on.
3. **Has an incredible level of persistence – he or she just keeps going at the goal, despite roadblocks and denials.** This person has encountered plenty of rejection, and is frequently evaluating new strategies to try out in their next approach, or considering how to gently plow through resistance.
4. **Is competitive about results – not with others, but against their goals.** He or she loves to show what is truly possible! This is the kind of person who surpasses expectations, who creates a game for themselves about how to reach goals, and will do whatever it takes to get there.
5. **Loves to follow a proven process –** rather than being *too* focused on all the detail, he or she concentrates on outlining the strategy and most critical details needed to work each

prospect or opportunity, from the initial preparation and phone call to the final follow-through. This person is **methodical without letting process slow them down**.

6. **Thrives in a changing environment and knows how to adapt quickly.** This person has been in fast-paced organizations and is comfortable being flexible as the needs and systems evolve.
7. **Enjoys being part of something bigger.** This is someone who isn't just looking for a job, but rather a team to join - and a way to have an impact in the community. He or she is also happy to jump in and help where needed, not just sticking to their own job description. **You could be part of ending hunger in southern Colorado.**

### **Role Overview**

The Giving Director is one of several team members responsible for building and maximizing relationships with a portfolio of prospects, to contribute to (and help to increase) the overall team fundraising goal of \$5.5 million.

The Giving Director must be able to engage high-level investors and prospects (including booking their own meetings!), update the database, write visit reports, and manage the details of follow-up.

The specific responsibilities of this role fall into these primary areas:

#### **Owner of a fundraising portfolio:**

1. Own relationship management and strategy for all prospects and investors in portfolio:
  - Prospect research and strategy
  - Prospect predisposition
  - Prospect visit strategy and planning, including engaging other members of the team as needed
  - Visit with prospects and make asks, sometimes leading, and sometimes supporting.
  - Manage prospect follow-up activities, coordinating with the team as needed
  - Collaborate with team members on engagement of existing investors
2. Identify and prioritize new prospects

#### **Contributing member of the team:**

1. Participate in team selling for funding opportunities as needed.
2. Participate in – and seek out – opportunities to learn about the projects and communities served by Care and Share, and the internal departments that make this work possible.
3. Build relationships with colleagues and leadership to identify projects in need of funding.
4. Engage in the work of Care and Share by volunteering at and supporting events and outreach in the community.

**Location & Travel.** This position is based in Colorado Springs and may require minimal travel.

**Compensation & Benefits.** This is a full time, exempt position with a comprehensive benefits package and a competitive salary.