

Director of Philanthropy

Mission: The Director of Philanthropy is a seasoned major-gifts fundraiser responsible for securing transformational philanthropic investments that advance IDEA Public Schools' mission. Managing a multi-region portfolio of high-capacity donors, the Director drives strategic cultivation, solicitation, and stewardship to grow IDEA's pipeline of individuals, corporations, and foundations capable of giving \$10,000–\$250,000+ annually.

Operating within IDEA's new Foundation model, the Director applies a disciplined, data-informed approach to portfolio strategy—executing thoughtful qualification, crafting tailored donor pathways, and aligning every engagement to long-term revenue growth. The role requires mastery in major gifts, including multi-year commitments, donor-advised funds, endowed gifts, and planned giving, and the ability to translate IDEA's bold ambitions into compelling investment opportunities.

A trusted philanthropic advisor to donors and a strategic thought partner across IDEA's fundraising and regional leadership, the Director collaborates closely with program leaders, regional executives, Advancement Services, and the Donor Experience team to design high-impact proposals, stewardship plans, and engagement experiences that deepen trust and strengthen IDEA's financial sustainability.

Reporting to the Lead Director of Philanthropy, this role bridges strategy and execution—ensuring IDEA's major gifts work is coordinated, relationship-centered, metrics-aligned, and high-impact. The Director plays a critical frontline role in expanding IDEA's community of loyal supporters and securing the philanthropic investments needed to serve more students, in more regions, for years to come

Supervisory Responsibilities: None

Location: This is a full-time position based in Texas, with preference given to candidates who live in Houston, Rio Grande Valley, San Antonio, and Tarrant County (Fort Worth), or who are willing to relocate.

Travel Expectations: This role requires regular in-person donor meetings across multiple regions, including travel within and outside the Director's home market. Approximately 30–

40% travel annually, with increased volume during peak fundraising periods (e.g., donor solicitations, cultivation events, College Signing Day, and the Annual Gala).

What You'll Do – Accountabilities

Essential Duties:

- Manage a multi-region portfolio of high-capacity individual, corporate, and foundation donors, leading strategic cultivation, solicitation, and stewardship efforts that secure major gifts of \$10,000–\$250,000+ annually.
- Develop and execute individualized donor strategies informed by data, research, and relationship history to advance prospects through the major gifts pipeline toward long-term philanthropic investment.
- Conduct thoughtful donor qualification and discovery to assess capacity, interest, and readiness, aligning donor priorities with IDEA's funding needs and strategic initiatives.
- Prepare and deliver compelling proposals and gift solicitations, including multi-year commitments, donor-advised fund gifts, endowed gifts, and planned giving opportunities.
- Maintain accurate, timely documentation of donor interactions, strategies, and progress within IDEA's CRM to support effective portfolio management, forecasting, and collaboration.
- Collaborate with internal partners to design and execute stewardship plans, engagement experiences, and donor communications that demonstrate impact, reinforce trust, and encourage continued investment.

Additional Duties and Responsibilities:

In addition to the essential duties outlined above, the Director of Philanthropy contributes to portfolio planning, forecasting, and continuous improvement efforts related to major gifts fundraising. This role participates in special initiatives, pilots, or campaigns that support the effectiveness and scalability of IDEA's major gifts program; supports

leadership reporting and analysis as needed; and maintains flexibility to adapt strategies in response to donor feedback, regional priorities, and organizational needs.

Knowledge and Skills – Competencies

- **Make Strategic Decisions:** This team member makes informed decisions by gathering reliable information, asking clarifying questions, and evaluating multiple options. They thoughtfully align their choices with team objectives, current responsibilities, and the broader mission of the organization.
- **Manage Work and Teams:** This team member sets clear, measurable goals and regularly reflects on progress, adjusting actions as needed. They prioritize work aligned with their goals using a task management system and consistently meet deadlines through effective time management.
- **Grow Self and Others:** This team member demonstrates self-awareness by actively seeking and thoughtfully responding to feedback with curiosity and a growth mindset. They identify development areas, implement feedback when appropriate, and pursue opportunities to build their knowledge and skills.
- **Build a Culture of Trust:** This team member proactively builds strong personal and professional relationships with individual stakeholders and regularly seeks feedback to improve their work experience. They create a supportive environment where others feel safe to take risks and learn from mistakes without fear of retribution.
- **Communicate Deliberately:** This team member communicates thoughtfully by anticipating potential misunderstandings and providing necessary context to ensure clarity. They leverage structured communication channels to address challenges, ask meaningful questions, and guide conversations toward solutions, while actively listening to the concerns of others.

Additional Skills:

- Proven ability to cultivate, solicit, and close gifts of \$10,000–\$250,000+, including multi-year and planned gifts

- Experience leading a sophisticated, multi-region portfolio with disciplined moves-management
- Strong ability to build trust with high-capacity donors and serve as a strategic philanthropic advisor
- Excellent storyteller who can translate impact data and organizational priorities into persuasive donor strategies
- Effective partner to executives, regional leaders, and program teams to align donor engagement and organizational needs
- Skilled in using CRM insights, forecasting, and analytics to drive portfolio decisions and measure progress (Salesforce preferred)
- Deep commitment to IDEA's values, with a donor-centered approach grounded in integrity and long-term partnership
- Ability to engage confidently across diverse regions, communities, and stakeholders
- Strong project management and organization across multiple priorities
- Willingness to work a flexible schedule, including occasional evenings and weekends during peak fundraising periods; must be comfortable working independently while traveling

Required Education and Experience:

- Bachelor's degree required
- 5+ years of major gifts or high-level relationship management experience, with a strong track record of securing five- and six-figure gifts
- Graduate from a recognized four-year college or university preferably with a major in business administration, Human Resources, Information Systems, or related field or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.
- 3+ years of experience with HCM configuration and support.
- 3+ years of experience utilizing project management frameworks to ensure project and team effectiveness.

- 3+ years of experience in business process design.

Preferred Education and Experience:

- Master's degree
- CFRE/CFRM

Physical Requirements:

- Ability to sit or stand for extended periods of time while working at a computer, participating in meetings, and engaging in in-person and virtual donor interactions.
- Ability to travel regularly and move between meeting locations or event venues, including walking, standing, and navigating indoor and outdoor spaces during donor meetings and fundraising events.
- Ability to lift, carry, or move light materials (up to approximately 25 pounds), such as presentation materials, event supplies, or donor engagement resources.

What We Offer:**Compensation & Benefits:**

Salaries for people entering this role typically fall between \$98,200 and \$115,900, commensurate with relevant experience and qualifications and in alignment with internal equity. This role is also eligible for performance pay based on organizational performance and goal attainment.

Additionally, we offer medical, dental, and vision plans, disability, life insurance, parenting benefits, flexible spending account options, generous vacation time, referral bonuses, professional development, and a 403(b) plan. You can find more information about our benefits at <https://ideapublicschools.org/careers/benefits/>.

* IDEA may offer a relocation stipend to defray the cost of moving for this role, if applicable.

Application process:

Submit your application online through Jobvite. Please note that applications will be reviewed on an ongoing basis until the position is filled. Applicants are encouraged to apply as early as possible.

Learn more about IDEA

At IDEA the Staff Experience Team uses our Core Values to promote human connection and a culture of integrity, respect, and belonging for all Team and Family members. Learn more about our Commitment to Core Values here: <https://ideapublicschools.org/our-story/#core-values>