



Director of Development

We are seeking a Director of Development to lead the Foundation's fundraising strategy and drive sustainable revenue growth across all revenue streams.

Location: Spring, Texas (with travel for outreach and events)

Reports to: Executive Director

Supervises: Development Manager; Development Coordinator

Salary: \$90,000 annually

Job Classification: Full-time, Exempt

About the Kailee Mills Foundation

Mission

The Kailee Mills Foundation is dedicated to saving lives and protecting families by increasing seat belt use through education, awareness, and support.

Vision

A future where everyone buckles up—every seat, every ride—saving lives and keeping families whole.

Core Values

- Rooted in **Kindness**
- Powered by **Mission**
- Inspired by **Faith**

Why This Role Matters

The Director of Development plays a critical leadership role in advancing the mission and long-term sustainability of the Kailee Mills Foundation. With an annual organizational revenue goal of approximately \$1.075 million, this position leads the development strategy and fundraising efforts that drive sustainable growth. That growth fuels our programs, expands our reach, and allows us to save more lives and support more families.

The Director of Development leads donor cultivation, major gifts, corporate and national partnerships, grants, sponsorships, and fundraising strategy for the



Foundation's three signature fundraising events: the Buckle Up Heroes Bowl, Drive to Save Lives Golf Tournament, and Buckle Up Gala.

This role is about more than raising dollars, it is about building meaningful, lasting relationships with people and organizations who believe in our mission. The Director will lead and develop the fundraising team, create accountability around revenue goals, and work closely with the Executive Director and Board to build a strong and sustainable future for KMF.

Why You'll Want to Work Here

- Your work will directly help save lives and protect families.
- You'll help fund programs that reach thousands of students each year.
- You'll be part of a mission-driven team where your work truly matters.
- You'll see the real impact of your work in communities across the nation.

What You'll Do

Fundraising Strategy & Revenue Growth

- Lead the Foundation's overall fundraising strategy, including annual revenue goals, priorities, growth plans, and performance benchmarks
- Develop and execute a comprehensive development plan across all major revenue streams
- Grow and diversify revenue through major gifts, corporate partnerships, foundation support, sponsorships, campaigns, and other philanthropic opportunities
- Monitor fundraising performance, identify gaps and opportunities, and adjust strategy as needed
- Identify and pursue new opportunities for philanthropic investment and long-term revenue growth

National & Strategic Partnerships

- Lead and own all national partnerships and high-level corporate relationships, including strategy, negotiation, and long-term stewardship



- Build and maintain strong relationships with corporate, community, and mission-aligned partners
- Develop sponsorship, cause-marketing, and strategic partnership opportunities that advance both revenue and mission reach
- Identify partnerships that increase the Foundation's visibility, credibility, and national impact

Major Gifts & Donor Engagement

- Manage and grow a portfolio of major donors, high-capacity prospects, and key stakeholders
- Cultivate, solicit, and steward significant and transformational gifts
- Build meaningful donor relationships that strengthen retention, engagement, and long-term investment in the Foundation
- Create strategies to move donors and prospects through the cultivation and stewardship pipeline

Team Leadership & Development

- Provide strategic direction and oversight for all fundraising, donor engagement, sponsorship, and partnership efforts led by the development team
- Supervise, mentor, and develop development staff while establishing clear expectations and accountability
- Set team goals, priorities, systems, and performance measures aligned with organizational revenue objectives
- Ensure development activities are coordinated, timely, and aligned across departments
- Foster a collaborative, accountable, and mission-driven team culture
- Partner with the Executive Director and Board to support donor cultivation, introductions, stewardship, and other fundraising opportunities

Events & Campaigns

- Provide strategic fundraising leadership for Foundation events, campaigns, and special initiatives
- Maximize sponsorship, donor cultivation, and revenue opportunities associated with events



- Partner with the Executive Director and development team to strengthen event-based fundraising and donor engagement

Data & Systems Oversight

- Oversee donor database integrity, development systems, and fundraising reporting
- Track and analyze donor trends, revenue performance, retention, pipeline activity, and fundraising outcomes
- Use data and performance insights to guide strategy, forecasting, and decision-making
- Ensure accurate and timely reporting of development activity, progress, and results

Qualifications

- 7+ years of nonprofit fundraising, development, or partnership experience
- Proven success securing major gifts, corporate sponsorships, and strategic partnerships
- Demonstrated experience leading and supervising development staff
- Strong relationship-building, communication, negotiation, and organizational skills
- Experience with donor databases, fundraising analytics, and revenue tracking
- Ability and willingness to attend Foundation events, including occasional evenings, weekends, and travel
- Commitment to the mission and values of the Kailee Mills Foundation, including modeling safe driving behaviors and consistently wearing a seat belt

Ideal Candidate

- A strategic, results-driven fundraising leader who takes ownership of revenue growth and follows through on goals
- A natural relationship-builder who can confidently engage donors, corporate partners, community leaders, and other key stakeholders
- A collaborative and accountable leader who develops staff, sets clear expectations, and works effectively with executive leadership



- A strong communicator who can compellingly share the Kailee Mills Foundation's mission, impact, and opportunities for partnership
- Passionate about mission-driven work and motivated by the opportunity to save lives and protect families

Success in This Role

Success in this position means building sustainable funding, strengthening partnerships, leading a high-performing development team, and expanding the Foundation's ability to save lives and support families.

Within the first year, the Director of Development will:

- Lead the fundraising strategy and development efforts that support achieving or exceeding the Foundation's \$1.075 million annual revenue goal
- Grow corporate and national partnerships, increasing corporate giving and event sponsorship revenue
- Strengthen the major donor pipeline and grow individual and restricted giving
- Maximize fundraising performance across Foundation events and campaigns, meeting or exceeding established revenue goals
- Build and lead a high-performing development team with clear goals, metrics, systems, and accountability

Compensation & Benefits

The salary for this position is \$90,000 annually.

To promote fairness and maintain internal salary parity across the organization, compensation for this role is set within an established salary structure and is not negotiable. The Kailee Mills Foundation benchmarks compensation based on comparable nonprofit positions and organizational budget considerations.

Benefits include:

- Medical, dental, and vision insurance options
- SIMPLE IRA retirement plan with employer match up to 3%
- Paid time off and sick leave
- Paid holidays, including a floating holiday
- Professional development and continuing education opportunities



Employees may be eligible for future compensation increases based on organizational growth, annual budget capacity, and individual performance. Opportunities for advancement and increased compensation may also occur as responsibilities expand and the organization continues to grow.

How to Apply

Please submit your resume and a brief cover letter to:
michelle@kaileemillsfoundation.org.

In your cover letter, please tell us:

- Why the mission of the Kailee Mills Foundation resonates with you
- What excites you about leading the Foundation's development and fundraising efforts
- One example of a fundraising, major gift, or partnership success you are especially proud of

Applications will be reviewed on a rolling basis until the position is filled.