



TexProtects

Champions for Safe Children

DEVELOPMENT MANAGER SEARCH PROFILE

DALLAS, TX

November 2021



The Organization

TexProtects was founded in 2000 as the Dallas-based Child Abuse Prevention Advocacy Commission (CAPAC) to address the critical need for reform in Dallas County's Child Protective Services (CPS). Though the organization has evolved since its founding, eventually becoming today's TexProtects, it consistently utilizes a multifaceted, evidence-based approach to bring awareness to issues surrounding CPS reform, organizing voices speaking to the needs of children at risk of abuse, and aims to activate the most powerful and effective constituency to advocate for change in these issues. Furthermore, TexProtects utilizes short-term solutions to meet the immediate needs of at-risk children, their families and communities while also championing long-term reform by devising scalable and innovative solutions. Ultimately, TexProtects' goal is to create broad, systematic change via major public policy innovations of child protection systems and to leverage private and public funding to scale high-impact prevention solutions.

TexProtects' Mission

TexProtects protects Texas children from the trauma of abuse and neglect and empowers families to thrive through education, research, and advocacy. TexProtects effects change by organizing and educating its members to advocate for increased investments in evidence-based child abuse prevention programs, CPS reforms, and treatment programs to heal abuse victims.

TexProtects focuses predominately on five issue areas across the child protection continuum: child abuse prevention; CPS system and workforce; family preservation; foster care; and transition support for foster youth.

Impact and Collaboration

Recognizing the limitations of a single organization, TexProtects has consistently positioned itself as a coalition-builder and collaborator to advocate on behalf of outcomes for children. Over the last 18 years and 9 legislative sessions, TexProtects has assisted and/or led the passage of 53 bills that have improved the CPS system and fought for and secured over \$200 million for family support home visitation programs that currently serve over 20,000 Texas families. The legislative accomplishments have been achieved with support from many of our collaborative partnerships.

Today, TexProtects is an autonomous, nonpartisan data-driven think tank and advocacy organization designed to educate decision makers, private funders, and the public at large. It remains the only Texas organization dedicated to the main issues of protection, prevention, and the healing of abused and neglected children. Additionally, in 2017, TexProtects absorbed the operations of Prevent Child Abuse Texas

We are looking for self-motivated and purpose-driven individuals to join our collaborative, positive, fast-paced, flexible, and innovative culture!

Job Description

Job Title: Development Manager
Reports To: Managing Director
Main Office: Dallas
Supervises: Contractors as needed
Category: Exempt; Full-time
Revision Date: November 2021



Purpose and Key Responsibilities:

The Development Manager is responsible for designing a comprehensive fundraising strategy, alongside the Managing Director and CEO, and engaging the Board of Director's Development Committee to ensure diversified revenue in support of TexProtects' strategic vision.

Key responsibilities include:

- Maintaining, growing, and managing the organization's foundation and grant portfolio
- Stewarding existing donors, in conjunction with the Managing Director and CEO
- Managing donor-focused events
- Partnering with Managing Director and CEO to support major gifts efforts
- Managing contractors as needed
- Coordinating CEO, board members and development committee members to execute various aspects of the development plan

Key Competencies and Skills:

- Influencing and Relationship Building – Inspires action and execution of vision and strategy with board members, funders, and community leaders. Builds trust and positive relations with all internal and external audiences - managers, colleagues, direct reports, board members, volunteers, community partners and leaders.
- Development Process – Expertise and understanding of the comprehensive fund development process and firsthand experience executing a variety of fundraising strategies.
- Initiative and Decision-Making – Proactively anticipates organization's fundraising needs and takes initiative to respond effectively and efficiently. Ability to make executive level decisions and quickly address issues/concerns with leadership.
- Communication Proficiency – Clear and persuasive communicator - presents information in a structured, balanced, and logical way; tailors communication to the audience; speaks and writes with authority, confidence, and professionalism. Listens to others to ensure message is understood. Engages in regular, consistent, and meaningful communication; ensures important information is shared with appropriate individuals in a timely manner.
- Data Management – Skill with donor data analytics and ability to efficiently run reports as needed by executive leadership.

Additional Technical Skills, Traits and Knowledge:

To perform this job successfully, an individual must be able to perform each qualification satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- High energy and passion for TexProtects' mission is essential
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical fundraising initiatives.

- Professional, dependable, and proactive
- Ability to work in fast-paced environment
- Ability to work both independently without close oversight, but also a team player who will productively engage with others at varying levels of seniority within and outside TexProtects
- Strong organizational and time management skills with exceptional attention to detail
- Advanced knowledge of Microsoft Office Suite: including Word, Excel, PowerPoint, Outlook, OneDrive, and Teams. Prior experience in database management a plus (TexProtects utilizes Bloomerang)

Education and Experience:

- Minimum of five years of experience in nonprofit fund development
- Proven results in working with foundations, corporations and/or individual donors and cultivating donor relationships over time
- CFRE designation desirable
- Grant writing experience strongly preferred
- Bachelor's degree from a four-year college or university required

Other Requirements/Work Environment:

The physical requirements and work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job.

- Moderate to high-stress level
- Occasional standing and lifting of at least 5 pounds (during events)
- Long periods of sitting

To Apply:

Please submit a cover letter including salary compensation and resume to Director of Operations, Brandy Lindsey at brandy@texprotects.org.

No phone calls please.

Applications accepted until Thursday, December 2, 2021.

Please insert "Development Manager" in the email subject line.