



Position: Director of Development
Reports To: Chief Executive Officer (CEO)
Position Type: Full-Time
Location: Flexible - Kendall Square and/or Dorchester with opportunity for part-time remote work
Compensation: Commensurate with experience

InnerCity Weightlifting's mission is to reduce gun violence by amplifying the voice and agency of people who have been most impacted by systemic racism and mass incarceration. We partner with program participants through case management and careers in and beyond personal training. Individuals are elevated as experts in fitness and the social issues they've lived. ICW is a culture and community in which power dynamics are flipped, social capital is bridged, and new leaders emerge in the fight to combat long-standing inequities.

Position Overview: Reporting to and in partnership with the CEO, the Director of Development is responsible for planning, organizing, and directing all of InnerCity Weightlifting's fundraising efforts including cultivating individual gifts, planning special events and fundraising campaigns, securing funding opportunities from foundations and corporate partners, and carrying out the fundraising portion of our 5-year capital campaign.

Key Responsibilities:

- Develop and lead individual giving strategies, including fundraising events and campaigns
- Oversee all grant processes, including grant writing, reporting and tracking
- Write and submit grant proposals and reports as needed
- Research and identify potential major individual donors and strategize cultivation
- Partner with the CEO on fundraising for the growth capital campaign and lead the campaign committee
- Oversee the Development Manager and Data & Development Coordinator as well as development interns/volunteers
- Direct mass donor and client communications
- Plan client-donor conversion activities
- Involve the Board of Directors in fundraising efforts
- Maintain up-to-date impact metrics for grant reporting
- Track progress of fundraising revenue and direct the development team's efforts accordingly

Qualifications:

- 5+ years professional experience required
- Management experience required - ability to lead and direct others
- 2 years experience in professional fundraising required
- Critical thinking and problem-solving skills needed
- Excellent writing and communication/interpersonal skills
- Highly organized with the ability to multitask
- Excellent attention to detail
- Knowledge of grant writing
- Event planning capabilities
- Possess the skills to work with and motivate staff, board members and other volunteers
- Capable and confident in leading development initiatives
- Commitment to social and racial justice and passionate about ICW's mission



To apply, send your resume and cover letter to Careers@innercityweightlifting.