Breakthrough Collaborative, founded in San Francisco in 1978, is an educational organization that uses an innovative “students teaching students” and “teachers training teachers” model of instruction to unlock the extraordinary potential of low-income/first-generation college students and aspiring educators to learn, grow, and transform their own lives and their communities as leaders. Our dual mission is to increase the academic opportunities for highly-motivated, underserved students and to inspire and develop the next generation of transformative teachers and leaders.

Today, Breakthrough is comprised of 24 affiliates serving more than 10,000 students and training over 1,000 undergraduates annually to teach in our academically rigorous six-week program. To learn more, visit www.breakthroughcollaborative.org.

The Opportunity

The Chief Development Officer (CDO), a member of the executive leadership team, reporting directly to the CEO, will lead revenue generation across multiple channels. The CDO will be responsible for the performance, strategy, and alignment of the organization’s development team and function. The CDO will partner with the CEO and Board of Trustees to implement a three-year national fundraising campaign and will grow and manage a team as well as own a pipeline of donors and partners. We’re looking for an enterprising and inspiring leader with a track-record of delivering on revenue targets while developing and leveraging diverse, high-level networks. The CDO will partner with a talented National Board, led by Neil Webber, founder of Vignette and the Webber Family Foundation, and with the National Ambassador Council, composed of top-tier executives from such industry-leading organizations as the Gates Foundation, Facebook, Royal Caribbean, and Advanced Micro Devices.

The CDO will play an important role in realizing the goals of the Collaborative’s Strategic Plan for intentionally transforming Breakthrough from a network of highly effective local affiliates into a powerful and cohesive national leader in advancing educational equity. With a goal of raising $12+ million in the next three years to support the work of the Strategic Plan, the campaign is designed to expand Breakthrough’s support and strategic relationships beyond the Collaborative’s long-time Bay Area home. The CDO will have a unique opportunity to amplify foundational planning and activate this game-changing initiative, while continuing to build a development team to support this growth.

The CDO will be responsible for the management and achievement of all fundraising goals, including meeting or exceeding budgeted goals. The CDO will lead overall development strategy including major gifts, special events, individual giving, foundation gifts, annual giving, corporate gifts and planned giving. The CDO manages and mentors the development team and works with leaders on our program and communications teams, and affiliate leaders to build on, design, and execute effective multi-faceted fundraising strategies. In addition, the CDO will work closely with the Board of Trustees, Campaign Committee, and other prestigious volunteer groups to provide support as they take on a nationally active fundraising role.

This position may be based at our headquarters in Oakland, CA or remote if outside of the Bay Area.
Responsibilities

- Partners with the CEO, colleagues, and Trustees to define the organization’s fundraising vision and direction, in alignment with Breakthrough’s mission
- Leads all of the organization’s fund development activities and monitors effectiveness of activities with staff, appropriate committees, and Trustees
- Leads and fosters development, growth, and learning of the development team
- Partner with the CEO to provide leadership and development support to the Board of Trustees, Campaign Committee, and the National Ambassadors Council seeking strategic integration and coordination of all efforts
- Develop strategy for identifying and forging new relationships with foundations, corporations, and other institutional funders of stature in the educational field
- Enhance, market, and continue to develop national donor recognition programs with special emphasis on promoting and expanding the scope and brand of the Summit Society ($50K +), the highest tier of donors
- Strategically design the Board fund development committees to integrate and maximize board fundraising efforts
- Manage and develop collaborative fundraising opportunities with Breakthrough’s 24 national affiliates and manage national resource library in support of affiliate development support and training
- Lead the team to identify, cultivate, recruit, and develop fundraising leadership skills

Qualifications

- Comprehensive management skills and experience including but not limited to short and long-term planning, evaluation, directing and motivating staff, marketing and financial management, values clarification, organizational behavior and development, and governance
- 10+ years of demonstrated success building and leading the development function in an entrepreneurial, high-performing nonprofit organization
- Demonstrated track record of securing six and seven-digit gifts from corporations, foundations, individual donors, and/or public sources in the education space
- Excellent relationship-building and interpersonal skills with both internal and external stakeholders
- Exceptional oral and written communication skills with a proven ability to write effectively and speak persuasively; strong ability to tell a compelling story
- Superior organizational skills with a strong attention to details
- Experience with Salesforce or equivalent CRM system
- Understanding of the education landscape, particularly as related to foundation trends and support of the non-profit education market
- Membership in a professional fundraising association is expected of a professional. Baseline certification in fundraising, the CFRE (Certified Fundraising Professional) is preferred.
- Experience leading and participating as a member of a high-performing team that is remote/geographically dispersed
- Commitment to educational equity and Breakthrough’s dual mission
- Ability to travel nationally, up to 25%
Compensation & Benefits

The compensation for this position is commensurate with experience and expertise. We offer competitive health benefits, a 401k retirement contribution, and a generous paid time-off policy. Most importantly, we offer the opportunity to work with an amazing group of smart, dedicated, and fun people!

To Apply

To apply, please upload a resume and thoughtful cover letter (PDF), outlining how your skills and experience meet the qualifications for the position here.

Breakthrough Collaborative is an equal opportunity employer and makes a particular effort to recruit candidates from all backgrounds.