

**Now Hiring!**  
**VP, Development**  
Beneficial State Foundation

**Job Title:** VP, Development

**Department:** Executive

**Reports To:** Executive Director and Chief Impact Officer

**FTE:** 1.0

**FLSA Status:** Exempt

**Salary:** Either \$143,280 - \$161,190 or \$162,819 - \$183,171 depending on location

Beneficial State Foundation is a financial justice nonprofit and a bank owner, investor, and practitioner on a mission to change the banking system for good.

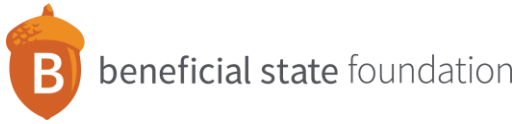
Our organization is willing to stick our neck out in a conservative industry and speak uncomfortable truth to power. We have a track record of leading powerful initiatives, including *Underwriting for Racial Justice*, which leads financial institutions across the country to analyze their loan data, re-evaluate risk, and pilot new practices to expand credit eligibility; our *Equitable Banking Standards*, which provides clear operational and cultural practices to drive financial, social, and environmental change within banks and the communities that they serve; our *courses on racial equity in banking*; and our *social impact measurement frameworks* that have been used by leading banking associations.

**Position Summary:**

We are seeking our first-ever VP of Development to support our unique organization as we grow. Beneficial State Foundation is an operating foundation; we do not currently do grantmaking and we do not have an endowment. Founded and supported by social innovators and philanthropists Kat Taylor and Tom Steyer, as well as other funders throughout the years, we are working to diversify and grow our funding sources as we expand our team and programs to achieve the goal of our founders: to change the banking system for good.

We are seeking to both diversify our funding to support our current budget of \$6 million, and to grow to \$10 million in the next three years.

Reporting to the Executive Director and serving on our Executive Team, you will lead the development and execution of a robust fundraising plan that allows us to fulfill our programmatic ambitions. You will steward existing funders, identify new partners, and attract additional ongoing funding.



## **Essential Duties and Responsibilities:**

### Strategy & Leadership:

- As a member of the executive team, actively contribute to organizational strategy and management.
- Help position the Foundation as one of the most effective contributors in the financial justice space.
- Serve as the primary advocate for fundraising among Foundation leadership.
- Represent the Foundation with high-value audiences.
- Foster a supportive and inclusive work environment that values diversity, equity, and inclusion and promotes a sense of belonging and shared purpose.

### Resource Development:

- Map and understand the full funding landscape for our work, including foundations, high net-worth individuals, philanthropic advisors, and intermediaries.
- Develop a realistic and ambitious plan to increase contributed revenue by as much as 70% over the next 3 years.
- Serve as the lead fundraiser while also supporting the founders, board, and Executive Director in their networking and resource development work.
- Manage proposal development and reporting.
- Hire and manage development staff and contractors as necessary and as resources allow.

### Development Operations and Management:

- Oversee donor information tracking, data analysis, and system effectiveness with support from VP of Operations.
- Manage team budget and revenue projections, recommending adjustments as needed.
- Ensure compliance with relevant standards and laws.

### **Supervisory Responsibilities:** None

### **Education/Experience:**

- Proven track record of successfully securing major gifts, grants, and corporate partnerships in the nonprofit sector.
- Minimum of 7 years of progressive experience in fundraising, business development, and/or philanthropy, with at least 3 years in a leadership role.
- Degree is preferred, in nonprofit management, business administration, or a related field.
- Strong understanding of nonprofit financial management, budgeting, and financial reporting.
- Excellent interpersonal, communication, and presentation skills, with the ability to engage and inspire diverse stakeholders.
- Commitment to social justice, economic equity, and environmental sustainability.
- Experience building basics of a development program such as a Donor CRM, Gift Acceptance Policy, and organizational profiles with charity watchdogs highly desired.



**Minimum Requirements:**

- Keen awareness and sensitivity to the needs and concerns of historically underserved individuals and communities.
- Commitment to advancing social, economic, environmental and racial justice progress.
- Demonstrable interest in contributing to and living out Beneficial State Foundation's Core Values.
- Comfort and flexibility in working remotely and supporting and collaborating with remote staff.
- To perform this job successfully, an individual should have a strong comfort with collaborative technologies and experience working with various platforms and tools including Microsoft Suite / Microsoft 365, Google Suite, Slack, Basecamp, CRM tools and Zoom.

**Work Environment:**

We are a remote-first workplace. We provide staff with support for remote work in many ways, including funds to set up a workspace, a monthly stipend to assist with costs such as phone and internet, additional reimbursement for some expense categories, ergonomic resources, etc. We believe in work/life balance and observe half-day Fridays.

**Physical Demands:**

Standard demands for office/desk jobs. Reasonable accommodations will be made to enable qualified individuals with disabilities to perform essential functions of this role.

The above job description is not intended to be an all-inclusive list of duties and standards of the position. The supervisor may assign other duties that are related to this role. Management reserves the right to change the description of this position at any time according to business needs.

**How to Apply:**

A cover letter is not required. Please submit a resume and answer our application questions through our [job application form](#). More information about our team can be found on [our website](#).

*If there is anything we can do to accommodate you to participate fully in the application or interview process, please let us know.*

*Beneficial State Foundation is an equal-opportunity employer. We do not discriminate based on race, color, religion, national origin, ethnicity, disability, age, sex, gender identity or expression, sexual orientation, or any other status protected by law. Women, people of color, and LGBTQI candidates are strongly encouraged to apply. We value the benefit of a diverse workforce which includes neurodiversity. If you have a neurodiverse or other condition and there is something we can do to take that into account as we look to fill this position, please let us know as you apply to this post.*