



Director of Development – YVC Hampton Roads

Are you an energetic, organized relationship-builder? Are you a compelling storyteller with a drive to generate sustainable funding for an incredible mission? Are you excited about having flexible work options and the opportunity to put your mark on a growing, award-winning youth development organization?

Summary: The Director of Development for Youth Volunteer Corps of Hampton Roads (YVCHR) will lead fundraising efforts to support and advance their mission. You will report directly to the Executive Director and function as part of YVCHR’s core leadership team. While there are currently no direct reports, you will assemble and lead ad hoc committees that support development efforts; there is also fund development assistance from other team members and the possibility of building a larger fundraising team over time.

YVCHR is part of Youth Volunteer Corps (YVC), a network of over 30 youth service programs throughout the U.S., Canada and Uganda. We engage youth in team-based service experiences that build life and work skills while inspiring youth for a lifetime commitment to service. Over 300,000 youth have served with YVC since 1987. The Hampton Roads affiliate was founded in 2009 and has earned gold-level status consistently over the last decade, as well as numerous prestigious awards—including Affiliate of the Year (2016 and 2023), Project of the Year (2018) and Program Director of the Year (2019). We are a well-established nonprofit 501(c)(3) with a sizable endowment.

The YVCHR office is located in Newport News, centrally situated on the Virginia Peninsula near City Center. We recently added a satellite operation in Virginia Beach, allowing us to grow our presence and increase partnerships on the Southside. At YVCHR, you’ll find energy, enthusiasm, a supportive team, and loyalty to the idea that youth service can change the world.

Employee Status: This position is a salaried, exempt position

Hours: This position is full-time (40 hours per week), with a flexible schedule. That may include working at the office, remotely, and at various development-related events around the Hampton Roads area. May occasionally require working limited weekday evenings or an occasional weekend for events or program support.

Responsibilities: The focus of this position will be the research, development, and execution of all fundraising-related activities to meet and exceed operational budget requirements and grow the community of support for YVCHR. Duties include but are not limited to:

Primary Duties and Responsibilities

- Create a comprehensive fund development strategy for meeting and exceeding funding goals for YVCHR.
- Research and secure corporate, foundation, and individual donors that advance the mission and fundraising goals of YVCHR.
- Tell the YVCHR story through donor meetings, grant writing, written and online donor communications, networking events, and other ideas you may have.

- Lead and execute engaging fundraising events that generate visibility for YVCHR and create unrestricted revenue to cover overhead costs.
- Effectively utilize the Executive Director, youth volunteers (and their families), board members, staff, etc. in stewardship and cultivation activities and fundraising asks.
- Work with staff to develop a fundraising case that highlights the YVCHR cause.
- Lead YVCHR's donor stewardship initiative through an annual plan of communication touch points, timely donor acknowledgement and recognition, and accurate donor database recordkeeping.

Professional Development

- Attend relevant workshops, seminars, webinars, conferences, and miscellaneous development networking opportunities and apply information as appropriate.

Other

- Participate in YVC network activities such as the annual Summit conference.
- Act as a role model for youth volunteers.
- Be an advocate for youth and the service they are providing.
- Continuously represent YVCHR in the community as a brand ambassador.

Minimum Qualifications:

- Bachelor's degree required
- Fundraising/grant writing or related experience required
- AFP membership a plus; CFRE or CFRE candidates a plus

The ideal Director of Development has:

- A dynamic, warm and personal presence
- An independent and ambitious spirit that drives you to take initiative
- A sense of urgency that prompts you to be organized, prioritized, and on time
- Excellent writing skills and the ability to communicate compelling stories
- Resilience and ability to remain positive when faced with a declined fundraising request
- The ability to think creatively and strategically to solve problems in a collaborative environment
- Sensitivity to necessary confidentiality
- Ability to meet the scheduling needs of the position
- Stellar organizational and time management skills, with the ability to handle multiple priorities and demonstrate flexibility
- A passion for helping youth succeed

Reporting Roles: Reports to Executive Director

Compensation: The range for this position is \$45,000 - \$52,500 and will be dependent upon experience, connections, and desired work location.

Benefits: This position is given three weeks Paid Time Off (PTO) for the first three years, then 4-6 weeks depending on tenure, plus 10 paid holidays per year and the full winter break as dictated by the school calendar (typically a few days leading up to Christmas and through New Years Day). We offer employee-paid dental, vision, disability and other insurance products through Combined Benefits.

Work Arrangements: After initial onboarding and establishment of relationships, flexible work arrangements including remote work or a hybrid situation are a likely possibility if desired.

Interested? Please submit a letter of interest that highlights how you have demonstrated key qualifications and position duties in the past, along with a résumé that includes professional references to kmorgan@yvchr.org.