920 SW 6th Ave, Ste. 900, Portland, Oregon 97204
(503) 730-5445 harpersplayground.org

POSITION: Development Director **REPORTS TO**: COO **SALARY:** $80,000 - $90,000 (DOE)

WHO WE ARE:

Harper's Playground is a 501(c)3 nonprofit based in Portland, OR. Harper's Playground inspires and empowers global communities to build radically inclusive playgrounds. Through storytelling, consulting, and unique design principles, we create playful nature-scapes where people of all ages and abilities find belonging and social connection through play. Outdoor, nature based, social play, which is uniquely critical to childhood development, is glaringly limited in communities across the country. Children from underserved and under-represented populations are at a particular disadvantage. While neighborhood playgrounds should offer a landscape of opportunity, near ubiquitous design flaws mean that these spaces do considerable harm. This is particularly devastating for families experiencing economic disparity with limited resources for supplemental play activities, which disproportionately includes communities of color and those experiencing disability.

Harper's Playground exists to respond to these challenges by creating a design solution at the intersection of play, inclusion and nature. The ethos of Harper's Playground centers on radical inclusion. We create playscapes where ALL are invited and welcomed to participate in and benefit from the full power of vibrant, natural, outdoor play.

AN EXTRAORDINARY OPPORTUNITY AWAITS:

In the heart of our compassionate mission, an extraordinary opportunity awaits for a dynamic and visionary leader to join Harper's Playground as Development Director. As the driving force behind our fundraising efforts, you will play a pivotal role in shaping the future of our impact and continued fostering of our community of supporters. Armed with passion, innovation and demonstrated fundraising success, you will lead initiatives that not only sustain our organization but propel it to new heights. This is more than a role; it's an opportunity to be at the forefront of changing hearts and minds by creating a more inclusive world, one playground at a time.

HARPER'S PLAYGROUND

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THE JOB:

The Development Director will create and lead Harper's Playground's fundraising and development related programs and communication activities. Additionally, this role represents an unparalleled opportunity to be an architect of change, by crafting and implementing innovative strategies that address the evolving needs of our Design Consultation project partners. You'll have the opportunity to establish and lead an innovative fundraising consultancy within Harper's Playground, working with project partners from our Design Consultation Team as part of our playground design initiatives.

The Development Director is a key player in helping Harper's Playground realize its strategic goal of creating long-term financial stability while fulfilling annual revenue goals, cultivating its family of donors and supporters and developing compelling institutional and programmatic communication that inspire action and participation. In a leadership capacity, the Development Director must balance strategic thinking with effective team management (when required), ensuring the fundraising efforts are coordinated, impactful, and sustainable over the long term.

YOUR SPECIFIC RESPONSIBILITIES:

- **Fundraising Strategy and Implementation:**
    - Create, refine and execute comprehensive fundraising strategies and programs aligned with HP's mission and goals including:
        - Develop and implement strategies to identify, cultivate and steward new and existing donors to increase and diversify philanthropic revenue sources including major gifts, foundations and corporate support
        - Audit, refine and maintain major gift outreach; renewing multi-year corporate contributions and building new, sustainable corporate relationships
        - Create, implement and manage annual giving efforts and subsequent giving campaigns, pledges, solicitations, and other development related activities
- **Donor Cultivation and Stewardship:**
        - Identify and steward strong relationships with new and existing donors

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- Collaborate with board members, volunteers, and other staff to leverage their networks for fundraising opportunities
- Implement effective stewardship practices to ensures donors feel seen, heard, valued and connected to HP's mission, fostering long-term support
- Build our community of supporters by being in relationship with our current donor portfolios through a range of activities to understand their needs, characteristics, and what excites them about Harper's Playground

- **Grant writing and management:**
  - Research, ID and pursue all grant opportunities that align with HP's mission and values including Federal, State and County opportunities
  - Prepare and submit compelling grant proposals, ensuring compliance with grant guidelines and Harper's Playground voice
  - Monitor and report on grant expenditures and outcomes
- **Community Engagement and outreach:**
  - Act as a spokesperson for Harper's Playground, engaging with communities to raise awareness about our mission, vision and impact
  - Develop and implement outreach strategies to connect with stakeholders, businesses and individuals who may contribute time, support or expertise to support HP's objectives
- **Collaboration and cross functional leadership:**
  - Work closely with the executive team, the project and program manager and marketing and events manager to ensure alignment between fundraising efforts and HP's overall strategy
  - Collaborate with marketing and events manager to create promotional materials that effectively communicate Harper's Playground's impact and funding needs and manage revenue generating activities via HP Events
- **Financial Planning and Budgeting:**
  - Key role in diversifying funding streams to ensure financial stability

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- Develop and monitor all fundraising budgets to ensure efficient allocation of resources
- Provide input into the overall financial planning process, ensuring alignment between fundraising goals and HP's financial health
- Provide monthly reports on fundraising activities, financial performance, and donor contributions

- **Data Analysis and Reporting:**
  - Utilize Bloomerang database for donor management, stewardship internal reporting and to make informed decisions
  - Create reports for internal and external stakeholders, including the HP Board, grantors and regulatory bodies
  - Create, manage and deliver against goals and objectives within the annual Development Operational plan
  - Stay updated on fundraising best practices, industry trends, regulations, compliance requirements and new opportunities to enhance Harper's Playground development efforts

WHO YOU ARE:

- Passionate advocate for Harper's Playground's mission, especially equity, diversity and inclusion work
- 5+ years experience in fundraising, including individual major gifts, legacy gifts, Foundation, Federal, State and County grant opportunities and corporate giving
- Excellent written and verbal communication skills - comfortable asking for big gifts!
- Excellent data driven approach to recommendations and decision making
- Great sense of humor & relationship building magic
- Entrepreneurial mind set and spirit
- Comfort in a fast-paced environment
- Ability to travel around the Portland/Vancouver Metro area, with occasional travel outside of the region

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EQUITY & INCLUSION:

We are committed to the full inclusion of all qualified individuals and non-discrimination in employment on any basis. We strongly encourage Black, Indigenous, and People of Color (BIPOC), immigrants, women, LGBTQ+, and individuals with disabilities to apply. We will ensure that persons with disabilities are provided reasonable accommodations to participate in the application, interview, and hiring process. Please contact justine@harpersplayground.org regarding these accommodations.

THE BENEFITS:

Fulfilling mission and Radically inclusive culture
HP Healthcare Insurance (Providence) 100% paid for employee
Paid time off (15 days + your birthday)
11 paid Federal holidays
Summer Fridays (finish work at noon)
Flexible work schedule and location
Fun and highly passionate team

OUR RADICALLY INCLUSIVE WORK ENVIRONMENT:

Primarily work from home with team meetings in office space in downtown Portland and virtually. Future plans include securing an office space in Vancouver, WA

HOW TO APPLY:

If you are a dynamic and results-driven professional with a passion for Development work **we'd love to hear from you**. Please send a cover letter & resume to: **hello@harpersplayground.org** using "Development Director" in the subject line.