Breakthrough Greater Boston
Managing Director of Development
Cambridge, MA
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ABOUT BREAKTHROUGH GREATER BOSTON

Our Mission and Model:
Breakthrough Greater Boston (BTGB) inspires excitement for learning, creates paths to and through college, and promotes careers in education. With a unique dual mission, we prepare students with high potential – typically students who are people of color, low-income, and/or first-generation college students – for success in college, and we simultaneously train the next generation of diverse urban teachers using a Students Teaching Students model. Together, BTGB’s dual mission advances educational equity by improving outcomes for our students and ensuring that high-quality teachers enter the workforce.

Through our ten-year program, middle and high school students participate in intensive, tuition-free academic enrichment, social and emotional learning, and college preparation during the summer and after school, gaining a passion for learning and the perseverance and tools to succeed in college and beyond. A core part of our dual mission, our diverse group of Teaching Fellows gain meaningful, hands-on experience in the classroom, as well as research-based, expert training and 1:1 coaching from professional educators.

Founded in 1992 in Cambridge by MacArthur Genius Award Winner Angela Duckworth as the first member of the national Breakthrough Collaborative to be based in a public school system, we expanded into Boston in 2013, followed by Somerville in 2018. Each year, we train 150 Teaching Fellows and serve as many as 750 students (and counting!), representing 10% of seventh through twelfth grade students attending public schools in Cambridge and Somerville, as well as students in Boston attending our six partner schools.

As part of our current strategic plan, we recently expanded our service model from six years to ten years, working with our students as they enter college, persist, and graduate, providing baseline supports and individualized coaching to ensure their success. This expansion of our mission is driven by our understanding of – and expertise supporting our students through – the financial, academic, and social and mental health challenges they continue to face beyond high school.

In summer 2022, we established our central office at The Foundry, a newly renovated space dedicated to facilitating access for residents, especially underrepresented communities, to the dynamic working and learning environment of Kendall Square, Cambridge.

Our Impact & Growth:
Using an intentional, research-based model, BTGB has proven impact: 94% of our graduating students have matriculated to college and 82% of them have persisted through their undergraduate years. To date, we have trained over 1,500 college and high school students through our Teaching Fellows program. Each year, over 60% of our Teaching Fellows are people of color and 75% of our teacher alumni go on to pursue a career in education. Building on three decades of success, we have grown exponentially and once fully enrolled across our three campuses for all ten years of programming, we will serve over 1,000 students each year.

Our $5.2M budget is generated from a diversified funding portfolio, including support from foundations, individuals, and corporations as well as revenue from contracts with schools and school districts. In late 2021, we launched a three-year, $15 million-dollar Growth Campaign to increase our private funding in support of our continued expansion.

BTGB operates as an independent nonprofit and is an affiliate of The Breakthrough Collaborative, a national educational movement working to improve outcomes for youth across 24 cities.

To learn more about our unique model and our students’ and Teaching Fellows’ stories, please visit http://breakthroughgreaterboston.org/.

Our Values:

In all of our work, we strive to live out our core values for every member of our community:

- **Spirit**: We cherish and embody the youthful energy and spirit of our students and teachers.
- **Continual Learning**: Everyone in our community has something to learn and something to teach.
- **Team Together**: We all chip in to accomplish whatever is needed for our teammates and the broader organization.
- **Student Centered**: Our students are our first priority and our decisions center around what benefits our students.
- **Equity and Opportunity**: We value diversity of identity, background and thought. We treat everyone with dignity and respect.
- **Excellence in Everything**: We maintain high expectations for ourselves.

*Breakthrough Greater Boston encourages individuals of all backgrounds to apply for this position, and we do not discriminate on any basis prohibited by applicable law. We celebrate the diversity of our world and our community, and we seek to build a team that reflects that diversity in every way. We welcome and encourage all qualified applicants who share that same vision, as we wish to engage all those who can contribute to our work and this mission.*

THE MANAGING DIRECTOR OF DEVELOPMENT OPPORTUNITY
We are seeking a Managing Director of Development to guide all aspects of our development strategy, including our continued Growth Campaign, inspiring and engaging donors to be part of our impact. The Managing Director of Development will build and manage our comprehensive development plan and provide leadership to a team of three development and communications staff. They will oversee the identification, cultivation, solicitation and stewardship of a robust and diverse donor base that includes individual, foundation, corporate, and government supporters, both directly managing a portfolio of relationships and supporting colleagues who are involved in donor engagement.

The Managing Director of Development reports to the Co-Executive Director and will work in close collaboration with the Co-Executive Directors, Board, and Development Committee, as well as colleagues throughout the organization, to ensure collaborative and cohesive fundraising activities. They will supervise the Development Manager for Institutional Giving, the Development Associate for Communications and Events, the Development Associate for Individual Giving, and the Communications and Marketing FAO Schwarz Fellow. In addition, they will serve on our leadership team, contributing to cross-functional alignment and organization-wide health and growth.

This is an exceptional opportunity for leadership and impact for an individual with strong relationship-building and networking skills, excellent strategic planning and project management experience. Successful candidates will share our passion for educational equity and bring a collaborative approach to delivering results in a small team environment.

**Key Responsibilities**

- Develop, lead, and evaluate all aspects of the BTGB strategic development plan and manage its successful implementation, including establishing effective goals and work plans for development team members
- Proactively identify and cultivate new funding sources and opportunities to deepen existing funder relationships, working in collaboration with development team members
- Manage the development team, providing coaching, empowerment, and support for continued professional development
- Act as a compelling storyteller for BTGB, sharing our impact, values, and growth strategy with current and prospective donors; partner with members of the program team to stay current and fluent on all program successes, innovations, and impact data
- Manage a portfolio of donor and prospect relationships; provide strategic support to senior leaders, development staff, and board members in their responsibilities for managing donor relationships
- Support the Board Development Committee to ensure appropriate management of Board member giving, networking, and participation in BTGB fundraising events and campaigns
- Oversee the preparation of grant proposals, solicitation letters, and individual donor proposals, as well as meaningful and customized collateral and messaging for donors and prospects
- Monitor the effectiveness of development operations processes and systems, identifying opportunities for further refinement as necessary
- Support the Co-Executive Directors and Board leadership in board recruitment, identifying and cultivating relationships with board prospects
CANDIDATE PROFILE

As the incoming Managing Director of Development, you will demonstrate many – though perhaps not all – of the following skills, experiences, and characteristics:

- You bring prior success in nonprofit fundraising roles that show a progression of increased responsibility and exposure to a variety of funding streams, including foundations, individuals, corporations, and/or government sources.
- You bring experience achieving multi-million-dollar fundraising goals either individually or through team leadership.
- You are passionate about educational equity, closing opportunity gaps, and training the next generation of urban teachers, and you can represent the BTGB mission in a compelling way for a wide range of audiences. You demonstrate a positive attitude and an asset-based approach to our students and our work.
- You are highly skilled in cultivating relationships to support fundraising goals, leveraging persuasive oral and written communication skills and a high level of follow-through and organization.
- You are experienced in managing development team members, with the ability to support ongoing growth through effective supervision, coaching, and support on both an individual and team basis.
- You possess strong project management skills and a results-orientation that will contribute to your and your team’s success in planning and implementing development strategies.
- You exhibit an unwavering commitment to equity, both in growing your personal understanding and in contributing to our collective work and learning.
- You thrive in fast-paced environments and are able to manage across multiple projects, deadlines, and priorities. You come to your work with humor, energy, an entrepreneurial spirit, and a dedication to collaboration.

COMPENSATION & BENEFITS

The salary range for this role is $117,600 - $176,400. BTGB is deeply committed to pay equity and transparency; as such, BTGB makes a salary offer based on relevant years of experience and does not negotiate.

CONTACT

Koya Partners has been exclusively retained for this engagement. Please submit a compelling cover letter and resume via https://talent-profile.diversifiedsearchgroup.com/search/v2/19930.
Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

ABOUT KOYA PARTNERS

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit www.koyapartners.com.