



## **Chief Development Officer YR Media (formerly Youth Radio) - Oakland, CA**

### **Job Summary**

With an operating budget of approximately \$6.75M, YR Media (formerly Youth Radio) is in a period of significant organizational growth, with ample opportunities to expand our revenue sources. YR Media's revenue is currently comprised of over 75% institutional grants, 15% government contracts, and 10% individual donations, membership, and earned revenue. With a small development team, the CDO will create and lead an annual development plan that sustains and grows all of these streams. Over time, a successful candidate will have cultivated and stewarded a comprehensive revenue base that is more balanced, and prioritizes annual giving and major gifts. This is a full-time position that reports to the Executive Director.

The CDO will lead YR's small and mighty fundraising team. Working with the board, department heads and Executive Leadership, the CDO will be the senior development officer, leading all revenue-generating activities. The CDO is ultimately accountable for the outcomes of donor and funder pipelines from research and acquisition to cultivation, stewardship, solicitation and recognition.

The CDO is also responsible for the oversight of all development operational systems including general administration functions, gift processing, donor relations, reporting/analysis, donor database management, and integration of new technologies.

A track record of success with in-person and written asks and relationship building with high net worth individuals, foundations, and for-profit organizations is required, as this role is responsible for raising significant gifts to meet specific individual revenue goals as well as contributing to the achievement of team outcomes. The ideal candidate will have a successful track record in annual fund development with year-over-year increases in income levels and participation rates.

Excellent interpersonal and communication skills are critical. Familiarity with media/journalism, youth development, arts, and STEAM education fundraising would be an asset.

### **Responsibilities and Duties**

- Establish and deliver on annual revenue targets, planning for aggressive year-over-year increases
- Participate as a member of the senior leadership team in decision-making, strategic planning and goal setting for the core annual operating fund, working with Executive

Leadership and Development Department to identify funds needed, preferred funding targets, and approaches

- Manage a portfolio of at least 30 major gift prospects annually, cultivating and personally soliciting gifts of \$10,000 and above.
- Oversee all ongoing development efforts, ensuring engagement with multiple income sources, both individual and institutional, including corporate
- Provide coaching, guidance and feedback to the Development team on strategy, responsibilities, and professional development
- Work closely with the executive team to support board members in institutional and individual fundraising, helping to establish and manage key relationships between prospective supporters and organizational contacts
- Help manage capital campaigns as necessary
- Assist with grant applications as needed

### **Qualifications and Skills**

- 7-10 years of progressive promotion through development positions in a complex nonprofit institution, with documented success in cultivating, soliciting, closing and stewarding individual gifts of \$10,000+ and six- to seven-figure institutional gifts
- Experience planning, leading and managing development projects with success in fundraising from multiple donor channels, including setting and implementing major gift solicitation strategies and institutional application processes.
- Excellent interpersonal and communication skills, demonstrated experience coordinating with colleagues to achieve desired outcomes, and tracking and reporting on progress to senior managers/board of directors.
- Ability to develop and present powerful, compelling written and oral communications for fundraising with the capacity to develop & maintain effective working relationships with individuals & organizations reflecting a broad range of identities, perspectives & experiences.
- Bachelor's degree from four-year college or university, relevant professional certificate and/or master's degree a plus.

### **Salary and Benefits**

This is a full time position with health, dental, vision, 403b benefits, with a salary commensurate with experience.

### **Requirements**

- Cover Letter
- Resume and 2-3 writing samples

### **About Us**

YR Media is a national network of young journalists and artists who create multimedia content for this generation. We link up with our peers around the country to amplify award-winning stories that matter. For more than 25 years, our non-profit production company has invested in future generations to build critical skills in journalism, arts and media. Join us.

### **Contact**

To apply send resume, cover letter, and samples of work to [hr@yrmedia.org](mailto:hr@yrmedia.org). Please put “Chief Development Officer” in subject line. No calls please. YR Media is an Equal Employment Opportunity and Affirmative Action Employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender perception or identity, national origin, age, marital status, protected veteran status, or disability status.