



Grounded Solutions Network

VP of Development

Based in Washington DC/DMV Area



**GROUND
SOLUTIONS
NETWORK**
strong communities
from the ground up

Background

Grounded Solutions Network's mission is to cultivate communities — equitable, inclusive and rich in opportunity — by advancing affordable housing solutions that last for generations. We are seeking a strong proactive leader to continue our successful fundraising track record, leveraging the outcome of our recently completed 2-year national campaign for Lasting Affordability in Housing Now, which ultimately surpassed our target goal of \$15 million.

As a national membership organization, we support nonprofit and government practitioners, community resident leaders, advocates, elected officials, and other housing professionals with the tools, resources and knowledge they need for success. We promote the creation and preservation of quality housing that remains affordable for generations. Our work specifically targets creating and expanding housing with Lasting Affordability, using a racial equity lens.

Our network defines “Lasting Affordability” as housing solutions that last for generations; including both for-sale and rental housing models and policies that extend affordability beyond the typical spans of five, ten or 30 years. Our mission aligned models, practices, and policies preserve affordability options for a minimum of 40 years and, whenever possible - in perpetuity.

Through our network members and partnerships, Grounded Solutions exponentially transforms the lasting affordability housing sector in the US. We do that by preserving, producing and sustaining affordable housing with a specific focus on BIPOC, under-invested and marginalized communities. Our key objectives include:

- Cultivating high-capacity housing program operators with strong partners and enabling policy environments that leverage market opportunities to exponentially scale lasting affordability.
- Reducing the national housing supply deficit, which is the major barrier to increasing the number of units with lasting affordability.
- Creating increased baseline understanding of existing lasting affordability field-wide unit portfolios (both homeownership and rental) and the systems required to track progress and demonstrate impact through clear impact metrics.
- Providing field-level leadership to increase housing with lasting affordability program capacity to develop, sustain, and scale.

Grounded Solutions Network is committed to fostering an organizational culture rooted in critical thinking and consciousness about race and class. We seek candidates who are dedicated to achieving racial equity as both a process and outcome. We are committed to building a staff team that is as racially and culturally diverse as the communities that we



serve. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Position

Grounded Solutions Network is searching for a dynamic Vice President of Development who is inspired by the opportunity to join our efforts to advance housing justice at scale, leading to more inclusive communities across the nation. This is an exciting opportunity for someone to shape fundraising strategy to help the organization increase its impact. The VP of Development, reporting to the Chief Executive Officer, will create and implement a comprehensive fundraising program to diversify and grow fundraising success. The ideal candidate will bring their own relationship portfolio of high-potential prospects within their network, possess a strong foundation in non-profit fundraising operations, enjoy combining high-level strategy with hands-on proactive implementation, be willing to “roll up their sleeves” to achieve measurable goals, and be energized by the opportunity to serve as a public-facing representative of the organization.

Building on Grounded Solutions Network’s history of securing seven and eight-figure support, the VP will focus on cultivating new and expanding existing relationships with a diverse set of national and local foundations and corporations. This position closely collaborates with the Chief Executive Officer and Senior Leadership Team to implement organization-wide and program-specific development strategies. The VP will also partner with the Board Chair, Board of Directors fundraising committee, and key stakeholders to help formulate overall strategy and direction for the organization.

Responsibilities

Program Strategy and Leadership

- Demonstrate a strong entrepreneurial approach to fundraising, identifying and prioritizing the best opportunities and maximizing their potential.
- Lead, create, and implement all fundraising strategy to support and expand our key initiatives as required for measurable mission impact.
- Collaborate with our internal executive staff team to continually refine strategy, protocol, and procedures related to a full-scale development/fundraising program.
- Present fundraising updates to the Board of Directors, and partner with the Board fundraising committee on the fundraising strategy.
- Embed principles of diversity, equity, and inclusion within all the organization’s fundraising strategies and activities consistent with Grounded Solutions’ vision, mission, and values.

Resource Development

- Proactively identify, research, and evaluate prospective donors to build upon the existing prospect pipeline.
- Cultivate new high-potential relationships and/or funding streams outside of the existing pipeline
- Lead and manage a stewardship program that includes one-on-one meetings, cultivation events, regular communications, and other initiatives to engage and inform prospective donors.
- Conduct in-person briefing and solicitation meetings, independently and in partnership with executive staff and Board leadership.

Fundraising Operations

- Oversee the development of systems, policies, and procedures to support fundraising operations, including customization (as needed), based on our existing Salesforce donor database.
- Oversee and manage efforts to track all Grounded Solutions fundraising activities in a consistent and timely manner.
- Prepare regular reports on progress related to fundraising strategies and activities.
- Monitor and analyze internal budget reports on fund development revenues and expenditures, recommending changes as necessary.
- Build and oversee expansion of an internal development team suitable to achieve manageable growth of grant revenue over time.
- Other job-related duties as assigned.

Qualifications

Knowledge, Skills, and Abilities

- Eight to ten years of successful development experience, preferably with an affordable housing, social justice, civil rights, policy, and/or membership association nonprofit.
- Bachelor's degree from an accredited four-year college or university; MBA degree preferred.
- Successful track record of personally soliciting and closing corporate, foundation, and/or individual gifts at all levels with an emphasis on six to eight-figure gifts.
- Experience in growing and managing a portfolio of donor relationships.
- Direct experience successfully planning and managing donor engagement, cultivation, and stewardship.
- Strong fundraising administration capabilities (including knowledge of best-practices, protocol, procedures, and record/ data management).
- Strong supervisory skills and ability to work with staff located remotely across the country

- Strong proficiency required in MS Office Suite; and experience with a CRM system, Salesforce preferred.
- Excellent diplomacy, verbal and written communication skills, time management, and attention to detail.
- Highly self-motivated and history of achieving measurable results while working autonomously and remaining accountable.
- Certified Fund Raising Executive (CFRE) certification a plus.
- Willingness to work occasional evenings and weekends, as required.

Role Specifications

Job Category

This is a permanent, full-time, exempt position and is eligible for Grounded Solutions' comprehensive benefit package of medical, dental, vision, and life insurance, paid time off, flexible spending accounts, and 401k retirement options.

Location

This role will be based in Grounded Solutions' Washington DC headquarters. The selected employee will need to reside in the DMV area. Currently, the organization is employing a mix of 100% remote and hybrid office policies. The applicant should be prepared for eventual regular and possibly full-time office attendance.

Travel Required

Occasional out-of-state travel, approximately 5 to 10 trips per year, to attend meetings, conferences and fundraising events.

COVID-19 Requirements

GSN's mandatory vaccine guidelines require all employees to be fully vaccinated by their start date. At this time, GSN defines "fully vaccinated" to mean that two weeks have passed since a second dose of the 2-dose series for the Pfizer or Moderna vaccines, or a single dose of the Johnson & Johnson vaccine. A current employee or applicant (i) who has a disability or qualifying medical condition that contraindicates a COVID-19 vaccination, (ii) whose sincerely held religious belief, observance or practice conflicts with the vaccination requirement, or (iii) who qualifies for an exemption under applicable state or local law may request an exemption from this vaccination policy.

Salary

The annual base salary for this role will be based on the successful candidate's skills and experience. Base salary range will be \$175,000 - \$200,000.

This position description is based upon material provided by the Grounded Solutions Network, an equal opportunity employer.



To apply for this position, please click [HERE](#).

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