

**VP, Development**

**Osborne Association**

**New York, NY**

**Salary: \$160,000 - \$180,000**

### The Organization

Osborne serves individuals, families, and communities affected by the criminal legal system. Founded by Thomas Mott Osborne, now considered the “pioneer and prophet of prison reform,” Osborne has a 90-year history of leadership in working with currently and formerly incarcerated adults, children, and their families.

Osborne is known for developing effective programs that offer a broad range of education, workforce, and treatment services to more than 10,000 people each year. As the oldest and most experienced organization in New York State serving people involved with the criminal legal system, Osborne operates at community sites in Brooklyn, the Bronx, Buffalo, Manhattan, and Newburgh, and in 30 correctional facilities across the state, offering opportunities for those most affected by the criminal legal system to heal, repair harm, and thrive. Osborne challenges systems rooted in racism and retribution and fights for policies and practices that promote true safety, justice, and liberation.

A trusted partner to city, state and federal agencies, foundations and other funders, and the nonprofit community, Osborne designs interventions that reduce reliance on law enforcement, courts, and incarceration, and provide opportunities for success. Committed to continuous and rigorous evaluation of its programs, Osborne has achieved recent outcomes including:

- **4,000+ people preparing for release** have been enrolled each year in Osborne’s jail-based reentry programs, which comprise 20 different curriculum-based groups in five NYC jails.
- **More than 90% of people** placed through Osborne’s housing unit for people with HIV remain housed one year later. Osborne is partnering in the development of almost 200 units of permanent and transitional housing units for people released from incarceration.
- **78% of participants** who completed our alternative to incarceration program had no new convictions after two years, compared with 63% of all successful discharges from area programs.
- Felony reconviction rates among participants in Osborne’s mentoring program for young adults on probation across NYC are **69 percent lower** than those of a matched comparison group 12 months after beginning probation.

Osborne is guided by core values and shared beliefs: honor everyone's capacity to change, celebrate our shared humanity, unite in our pursuit of justice and equity, take all possible steps to keep our commitments and advocate for people and principles with fierce and tenacious determination.

For more information on Osborne Association, please visit <https://www.osborneny.org/>.

### The Position

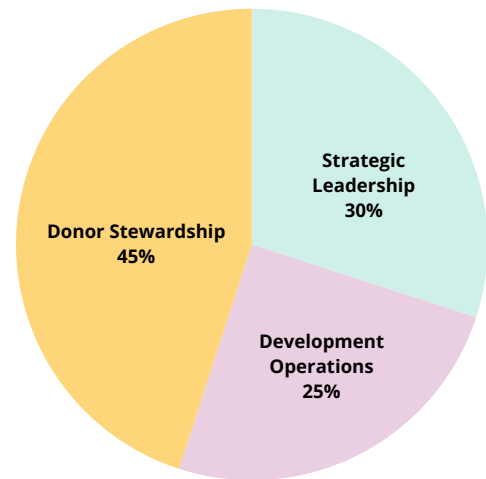
Reporting to the Chief Executive Officer and serving as a member of the leadership team, the VP, Development leads development strategy and operations for Osborne. At this moment in Osborne's 90-year history, the organization is poised for growth and the VP, Development has a unique opportunity to structure development operations and build the development team to increase efficiency, invite innovation and creativity, and promote and instill a culture of philanthropy within the organization while attracting new funding partnerships.

The VP, Development will work closely with Osborne's Board of Directors and program leaders to fully understand and communicate the needs of the organization and its programs to meet the development targets of this \$50 million organization. The VP, Development will bring experience working with New York City agencies in addition to philanthropic entities (foundations, corporations, and individuals). This individual should be adept at identifying and maximizing development opportunities that align with Osborne's programming and strategy, building the development team and implementing structures, systems, and platforms to ensure smooth, data-driven, effective operations and timely, relevant communications to key leaders and partners (both internal and external to Osborne).

## ROLE OVERVIEW

### Strategic Leadership

- Establish and implement, in partnership with the CEO, annual and multi-year development strategies and goals in alignment with Osborne's mission, vision and values.
- Partner with the Board of Directors to maximize their development efforts and in concert with the CEO lead the ongoing evaluation of Osborne's effectiveness with development.
- Participate in organizational leadership, strategy development and community building to develop a culture of philanthropy throughout Osborne.



### Development Operations

- Assess, refine, and manage the ongoing implementation and improvement to development operations and infrastructure that is structured to anticipate and meet the needs of internal and external partners, including team development, system implementation, database maintenance and reporting.
- Build and grow a high performing development team and infrastructure to facilitate growth and sustainability.
- Establish trusting relationships across the organization and foster cross-team coordination, communication, and collaboration that informs and drives the foundation of all development efforts.

### Donor Stewardship

- Oversee all aspects of government contracts and support the Director of Institutional Giving with relationship management, communication, reporting and administering of grants.
- Develop, lead, and execute strategies to expand donor relationships with a focus on private institutions and individuals. Manage the cultivation process, including identifying prospects, opportunities for submissions of grants, proposals, and RFPs, and report writing and submission.
- Oversee maintenance of Osborne’s portfolio of donors; partner with the CEO to steward and cultivate these relationships.
- Cultivate new philanthropic, community and political relationships, while creating and overseeing the strategy to expand existing relationships including establishing and executive a calendar to maintain and build donor engagement.
- Maximize the pipeline of donors at all levels to meet Osborne’s development goals.
- Represent Osborne at key donor, foundation, and programmatic meetings and events.

Key Facts				
Team Size	Annual Budget	Government Funding	Earned Income	Private Funding
5	\$50M	71%	20%	9%

# THE IDEAL CANDIDATE

The ideal candidate for the VP, Development position will possess the following competencies:

<b>Communicates Effectively</b> Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences	<b>Instills Trust</b> Gaining the confidence and trust of others through honesty, integrity, and authenticity	<b>Persuades</b> Using compelling arguments to gain the support and commitment of others
<b>Stakeholder Focus</b> Building strong stakeholder relationships and delivering targeted solutions	<b>Action-Oriented</b> Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm	<b>Big Picture Thinking</b> Taking a broad view when approaching issues, using a global lens

## Additional Qualifications

- Commitment to the Osborne Association mission, alignment with Osborne’s values and priorities and a desire to move them forward.
- Familiarity and knowledge of the criminal justice ecosystem and landscape, including NY based funders or an ability to get up to speed quickly.
- Exceptional written, oral, and interpersonal communication skills, with the ability to influence and engage a wide range of donors, build long term relationships, and convey Osborne’s impact to various stakeholders.
- Proven success identifying and cultivating new seven figure funding opportunities and programs.
- Track record leading and building a development infrastructure to achieve, reliable, timely and transparent operations and realize strategic and annual goals.
- Demonstratable experience partnering with a CEO and collaborating with marketing, communications, programming, and finance to bring a development lens to the work.
- History of creating effective working relationships with diverse internal and external colleagues and an ability to serve as a unifying force across teams and at the executive level.
- Willingness to roll up sleeves to realize goals and have impact.

## WHO WE ARE

### Work Environment

Osborne has a hybrid work environment where all staff work onsite two days a week and from home three days a week.

Osborne is an EEO/Affirmative Action employer and a VEVRAA Federal Contractor. All qualified applicants will receive consideration for employment and will not be discriminated against based on race, color, religion, sex, sexual orientation, national origin, age, disability, protected veteran status, unemployment status, or any other protected category. Osborne takes affirmative action in support of its policy to advance in employment individuals who are minorities, women, protected veterans, and individuals with disabilities.

The agency is a NYC contractor and provides services to facilities upstate, therefore we adhere to all state and city COVID 19 vaccine mandates. With the exception of an approved exemption/accommodation, effective December 1, 2021, all staff must be fully vaccinated and provide proof of vaccination.

## COMPENSATION AND BENEFITS

### Salary

\$160,000-\$180,000

### Benefits

- Generous low-cost medical, dental, and vision
- Short-term and long-term disability options and life insurance equivalent to your salary
- Employer-sponsored health spending account with eligible plans
- 20 days paid vacation (increases over time), 3 days of personal time and 12 sick days
- Flexible work schedule
- Tuition reimbursement
- 403b plan with 3-6% of your salary in company matching funds
- Career development through ongoing training and individual development plans

## TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all the qualifications outlined above.

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[Submit an application](#)

