

Vice President of Development

The Empathy Equality Entrepreneurship Mission (TEEEM)

Pompton Plains, NJ (Hybrid)

Salary: \$140,000 - \$150,000

The Organization

At TEEEM—The Empathy Equality Entrepreneurship Mission—we believe in the extraordinary power of young people to change the world. In a time when global challenges feel both urgent and interconnected, TEEEM exists to unlock the potential of students here in the United States so they can, in turn, unlock possibilities for communities across the globe. Through our immersive educational programs, global partnerships, and hands-on social entrepreneurship initiatives, we invest in today's students so they can help build a better, kinder world.

Founded on the principle that small actions can spark profound impact, TEEEM connects students with partner sites across Africa, South America, and beyond—supporting efforts that treat patients, feed children, educate students, empower women, build infrastructure, and provide hope. With ten carefully curated global partnerships and a rapidly expanding network of K-12 schools, TEEEM offers young people a chance to step into the world not only as learners, but as changemakers.

Our organization is driven by a team of educators, travelers, creators, and big-picture thinkers who share a deep commitment to social impact. With a growing footprint, expanding curriculum, and a surge of national interest, TEEEM is entering an exciting era of innovation and possibility.

The Position

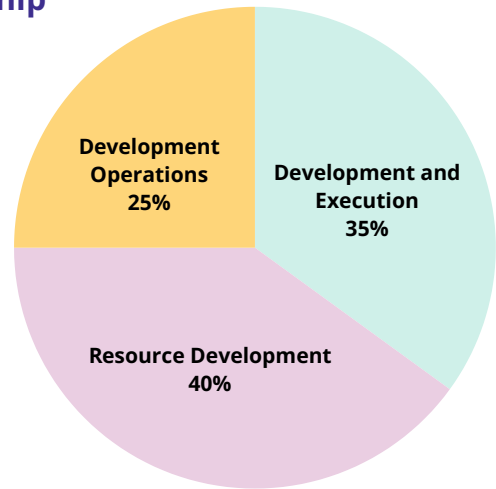
At this inflection point in TEEEM's history, we are seeking a new role, VP of Development, to diversify our revenue, bringing in new, unrestricted revenue, that allows us to deepen our impact and expand our reach. We are seeking a mission-aligned leader who is inspired by the idea of a "double investment"—one that empowers students and uplifts global communities.

The VP of Development will serve as the revenue and partnerships leader for TEEEM, to build a relationship-driven development function that supports both near-term growth and long-term sustainability. You will translate TEEEM's mission—empowering students to become global leaders through real-world social entrepreneurship that supports a set of deeply trusted global partner sites—into a compelling case for support across corporate partners, individual donors, and institutional funders. This role is ideal for a strategic fundraiser who has an entrepreneurial mind and spirit, and expertise in both building external relationships as well as creating and executing practical systems, plans, and rhythms that turn big ideas into measurable results.

You'll help design and develop scalable partnership models (including sponsorship and engagement opportunities) that strengthen visibility, deepen credibility with the business community, and unlock new, sustainable revenue streams for the organization. This role calls for a creative, entrepreneurial, relationship builder who can balance ambitious growth with operational practicality.

Development Strategy and Organizational Leadership

- Take an entrepreneurial approach to fundraising, identifying, and prioritizing the best opportunities for revenue generation and maximizing their potential.
- Move from ideation to implementation by taking ownership of development initiatives, executing strategies independently, and demonstrating follow-through on organizational priorities.
- Partner closely with internal leaders to design partnership models (e.g., sponsorship of student teams, pitch/innovation events, and skills-based volunteering) that are compelling, repeatable, and manageable as TEEEM continues to expand its geographic footprint.
- Serve as a visible, trusted ambassador for TEEEM, expanding awareness of the organization's impact on students and global partner communities through compelling external relationships and engagement.
- Participate in site- and community-connected engagement as appropriate, helping partners feel meaningfully connected to the people and places TEEEM serves, and strengthening long-term commitment to the mission.



Resource Development

- Diversify TEEEM's revenue by securing unrestricted funds for the organization.
- Build a portfolio of individual donors, major gift prospects, and corporate partners who understand and support TEEEM's mission, moving beyond transactional fundraising to meaningful engagement.
- Communicate TEEEM's unique value proposition and impact to potential funders, emphasizing the dual investment in student development and global community support.
- 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 donor meetings, independently and in partnership with organizational leadership.

Fundraising Operations

- Create foundational infrastructure for donor management, relationship tracking, research, and stewardship processes.
- Oversee and manage efforts to track all TEEEM fundraising activities in a consistent and timely manner.

THE IDEAL CANDIDATE

The ideal candidate for the Vice President position possesses the following competencies:

Big Picture Thinking Taking a broad view to fundraising and revenue generation, thinking creatively on ways to align fundraising strategy with organizational goals.	Strategic Mindset Seeing ahead to future possibilities, and translating them into fundraising strategies and implementation.	Situational Adaptability Adapting approach and demeanor in real time to match the shifting demands of different situations.
Plans & Aligns Planning and prioritizing work to meet commitments aligned with fundraising and organizational goals.	Builds Networks Effectively building formal and informal relationships and networks of support for the organization.	Interpersonal Savvy Relating openly and comfortably with diverse groups of stakeholders, including donors, staff, students, and global partners.

Additional Qualifications

- Fundraising generalist, with experience in individual giving and developing corporate partnerships.
- Proven track record as a builder who has established development functions, systems, and processes from the ground up rather than maintaining existing infrastructure.
- Comfort working in small, lean organizations where the role requires hands-on execution across multiple fundraising channels without large support staff.
- Entrepreneurial mindset with ability to think creatively about revenue generation, including non-traditional funding mechanisms and partnership opportunities.
- 10+ years of development or fundraising leadership experience.
- Ideally based in New Jersey, New York, or tri-state area
- Ability to cultivate meaningful, long-term relationships with donors and corporate partners, moving beyond transactional interactions to create genuine investment in TEEEM's mission.
- Capacity to communicate TEEEM's unique dual-impact model (student empowerment plus global community support) in compelling ways that resonate with diverse audiences and motivate financial support.
- Self-motivation to identify opportunities, develop strategies, and execute plans independently without requiring constant direction or oversight.
- Willingness to experiment with new approaches, given the organization's startup-like culture and evolving needs.
- Understanding of nonprofit finance, budgeting, and ability to work collaboratively with finance manager to track restricted versus unrestricted funding and manage donor reporting.
- Strong interpersonal skills to work effectively board members, and external stakeholders, with ability to communicate across different audiences.
- Understanding that building a development function takes time while maintaining confidence that the organization's compelling mission and impact will attract support.

WHO WE ARE

Work Environment

TEEEM employees mostly work remotely, with access to an office space in Pompton Plains, NJ, in which there are occasional required in-person meetings throughout the year. Some travel will be necessary for this role to meet with the donor community in order to maximize and cultivate relationship building. Attendance at TEEEM-wide events and occasional student events required, with the potential of international travel to our partner sites.

COMPENSATION AND BENEFITS

Salary

\$140,000-\$150,000 base salary

Benefits

- Flexible work environment with largely remote work and flextime options available
- Simple IRA retirement plan with up to a 3% match.
- Healthcare Plan (ICHRA)

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 of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by early April.

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[Submit an application](#)