



Job Title: Development & Partnerships Director
Hours 40 hours/week
FSLA Classification Full-time, Exempt
Closing Date: September 7, 2026

Organization

Through service, Minnesota Alliance With Youth develops leaders who foster young people's individual assets, honor their voices, and prepare them to reach their goals. The Alliance accomplishes this mission through our core organizational values of Strength in Community, Honoring Youth, Leading with Equity, and Impact through Service.

Position Overview

The Development and Partnerships Director drives revenue growth, cultivates donor partnerships, and manages strategic stakeholder and alumni engagement to advance the organization's mission and ensure long-term sustainability. This position is responsible for developing and maintaining meaningful relationships with donors, foundations, corporate and government partners, program alumni, and community stakeholders. They work closely with the Executive Director, Board of Directors, staff, and community partners to achieve annual revenue and engagement goals. The Development and Partnerships Director is a key member of the leadership team reporting directly to the Executive Director.

The ideal candidate for this position will possess a strong understanding of best practices in development and stewardship, strong verbal and written communication skills, and a proactive approach to strategic relationship management. Strong organizational skills are required for success in this role, with an ability to manage multiple projects, priorities, and deadlines.

Primary Role and Responsibilities

Fundraising Strategy and Implementation

- Collaborate with the Executive Director (ED) to create and execute an annual strategic fundraising and engagement plan that aligns with organizational priorities and measurable performance goals.
- Lead the development and implementation of both annual and multi-year fundraising strategies aimed at driving sustainable revenue growth and ensuring long-term donor engagement.
- Direct and oversee fundraising activities, including major gifts, annual giving, corporate and foundation relations, sponsorships, campaigns, and special events, ensuring alignment with organizational goals and adherence to best practices.
- Achieve established performance metrics, such as individual gifts secured, donor solicitations, total funds raised, prospect cultivation and qualification, and meaningful donor engagement activities.
- Collaborate with program leaders to develop compelling donor communications, impact stories, proposals, and campaign materials that effectively convey the organizational mission and outcomes.

Relationship Cultivation

- Cultivate and enhance relationships with current and prospective donors, corporate partners, community leaders, and Board members to expand philanthropic support and increase organizational visibility.
- Arrange and prepare for meetings between key donors and the ED to strengthen these relationships.

Donor Reporting, Analysis, and Recognition

- Prepare and present reports that provide clear analysis of fundraising performance, pipeline activity, and progress toward strategic objectives.
- Oversee donor database management and fundraising reporting to maintain accurate records and data integrity.

- Develop donor recognition and stewardship strategies that foster long-term engagement and satisfaction.
- Provide timely recommendations, reporting, and fundraising analysis to the Executive Director, Board of Directors, and senior leadership to support informed decision-making.

Special Events and Alumni Engagement

- Develop and implement fundraising special events, both virtual and in-person, to engage a wider audience.
- Lead the development and implementation of an alumni engagement strategy to strengthen relationships with program alumni through networking opportunities, communications, events, and engagement activities.

Leadership & Organizational Support

- Serve as a member of the leadership team and contribute to organizational planning and strategy.
- Support Board members in their role as ambassadors and fundraisers.
- Assist with strategic planning, annual goal setting, and organizational growth initiatives.
- Support organizational events and initiatives, as requested.
- Other duties as assigned.

Qualifications

- At least 5-7 years of nonprofit development experience is required, with demonstrated success in major gifts, individual giving, or corporate giving
- Demonstrated success in donor stewardship and relationship management
- Experience with CRM systems; Salesforce experience is preferred
- Strong commitment to the Alliance's core values
- Ability to shift focus in response to evolving organizational needs
- Project management, planning, and analytical capabilities
- Excellent verbal and written communication
- Strong relationship-building and interpersonal skills
- Ability to work collaboratively across teams
- Strong organizational skills that reflect ability to perform and prioritize multiple tasks seamlessly with excellent attention to detail
- Proficient in or able to learn a variety of online platforms and applications, including Google Suite

Typical Work Environment

The physical demands described here are representative of those that must be met by an individual to successfully perform the essential functions of this job.

- Able to work at a computer for up to 8 hours per day
- Able to work in an environment that is quiet but with many people demanding attention
- Able to maintain regular operation of normal office machines (telephone, computer, copier, and other office machines) is required
- Able to work independently with minimal supervision
- Able to work occasional evenings and weekends for meetings and events
- Reliable transportation to attend meetings and events with donors and alumni, within and outside the Twin Cities Metro Area

Compensation and Benefits

The starting salary range is \$64,500-71,500, plus an excellent benefit package, including 100% employer-paid health and dental insurance premiums for employees. Minnesota Alliance With Youth operates with a hybrid work schedule, with employees expected to work on site at our office in St. Paul approximately 2 days per week.

To apply, submit a resume and a cover letter that outlines your interest and experience as it relates to the position responsibilities. Application materials should be emailed to Emily Johnston at ejohnston@mnyouth.net and include in the subject line Development and Partnerships Director. **The application deadline is September 7, 2026**, with a desired start date in late October. No phone calls, please. To learn more about Minnesota Alliance With Youth, visit our website at www.mnyouth.net.

Minnesota Alliance With Youth is committed to hiring staff who reflect the Minnesota communities we serve. We are most interested in finding the best candidate for the job, and we are interested in receiving applications from a broad spectrum of individuals. We encourage you to apply, even if you don't believe you meet every one of our desired qualifications described. We are committed to recruiting and engaging individuals without regard to disability, gender, race, religion, or sexual orientation. We are committed to equity and are particularly interested in receiving applications from a broad spectrum of individuals.

- Reasonable accommodations are provided upon request.
- This document is available in alternative formats.

This position is funded in part by AmeriCorps. Employment is contingent on the successful completion of required background checks.