



## VP of Philanthropy

Nest is a non-profit supporting the responsible growth and creative engagement of the artisan and maker economy to build a world of greater gender equity and economic inclusion. Through a suite of holistic programming, Nest is reimagining the future of work and advocating for the interests of overlooked artisan and maker businesses to advance gender equity and deepen economic inclusion for women and vulnerable populations in the United States and around the world. Nest supports over 2,000 micro and small businesses as they develop their operations to access meaningful market opportunities and achieve long-term success.

Nest is seeking a seasoned, visionary fundraising executive with the talent, foresight, and experience to maximize the impact of Nest. Key to the role will be personnel management experience to help us operationalize and build the foundation of the team.

**The position is structured as a full time role for a 6 month term with the option for renewal and/or potential transition to a full time role allowing development and fundraising consultants to consider this role as well as candidates seeking for a full-time in-house position.**

Our new VP will be a member of our executive team, report to the Chief Strategy & Partnerships Officer, and enjoy partnering with diverse stakeholders and mentoring a team. With the support of three direct reports and a full team of five (including contracted staff), this temporary Vice President of Philanthropy will be focused on building strategy, stronger planning systems, and day-to-day management for all philanthropically-based fundraising execution. The Vice President will develop a strategic approach to identifying and prioritizing prospects, ensuring the highest possible ROI for our fundraising time and efforts at all levels. Focus will be on creating effective fundraising strategies and protocols across each vertical generating annual revenue of \$5M+ with annual year over year growth. Like all Nest's executive leaders, they will also have an important role to play in modeling our values in our internal and external collaboration and the way we do our work, fostering open communication and alignment of goals and values.

Ideal candidates will have 10-15 years of development & fundraising experience with 5+ years across each of the following verticals: institutional giving (foundations and corporate philanthropy), individual major donors, and major event fundraising.

### **Key Roles and Responsibilities:**

#### **Portfolio Strategy, Management, and Growth**

- Develop, implement and manage forward-thinking strategies to 1) raise our annual budget with set growth per year, 2) increase diversity of funding support, and 3) acquire new partners with the capacity to make five to seven-figure annual and multi-year gifts.
- Co-Design and oversee annual development plans for each portfolio within the team (individuals and major events and institutional giving) with solid, yet ambitious, fundraising goals and clear plans for execution, including personally cultivating, soliciting and stewarding current and prospective funders
- Working towards set baseline and reach goals for a defined portfolio of major partners and special projects while simultaneously defining, alongside of the CSPO, specific baseline and reach targets for each team member and supporting the execution of those goals

- Ensure that customized strategies and timetables for the cultivation, solicitation, and stewardship of six figure funders are established for all existing and prospective funders
- Support our existing strategic foundation and individual relationships, working proactively to delight and deepen engagement with our supporters
- Recommend and execute new opportunities to expand and diversify the funding base, including government grants, creative opportunities for reaching new individuals and strategies for expanding foundation partnerships
- Build and develop a program to support artisan partners in joint applications expanding impact and pursuing new philanthropic opportunities with grassroots emphasis
- Explore and develop strategies for further engagement of government and/or trade organizations for partnership

### **Team Coaching and Leadership**

- Manage and mentor a team of 3 direct reports and 2 indirect reports to help advance their respective portfolios
- Support the development team with cultivation and solicitation strategies for each donor in their respective portfolios while also managing your own portfolio
- Encourage a culture of support, high performance, continuous learning, and commitment to quality by setting and modeling high standards through regular performance feedback, career development opportunities, and performance and development goals
- Build stronger systems between teams to ensure that the philanthropy team is successfully armed with the programmatic information needed for funding requests and proposals
- Continue to improve internal systems and processes with a focus on Nest's technology platforms including Salesforce and Asana
- Represent Nest externally exemplifying our organizational culture and values

### **Compensation and Benefits:**

This is a 6-month temporary position allowing both development and fundraising consultants or those seeking full-time in-house employment to consider application. The timeframe with renewable option also ensure fit for both candidate and organization. There is potential to convert the role to a full-time position and/or a renewable temporary position. Nest embraces a philosophy of transparency and equity in its compensation-setting practices. Based on a comprehensive review of NGO payment trends, the organization has determined that this level role will have a six month salary of \$55,000 for a US-based employee. If the position transitions to a full-time role, the starting salary range would be \$105,000 - \$112,500 dependent upon the criteria listed below.

**Nest is a fully remote organization, however, the philanthropy team is largely West Coast based so applicants from California and the West Coast are strongly encouraged.**

Nest will make a fair offer to an employee based on published salary ranges and the employee's education, experience, performance, and proficiency, among other factors. Offers will include an explanation of how the amount was reached. Nest maintains a zero-negotiation policy to ensure equity-based salaries are consistently applied. Through the organization's performance management processes, there will be opportunities for compensation increases/bonuses based on both Cost of Labor adjustments and merit-based increases annually.

Additionally, Nest provides an annual additional contribution of 10% of your salary directly into a SEP IRA retirement account on your behalf, with no match required. For full-time employees, Nest provides full medical insurance coverage (medical, dental, vision) and covers 50% of dependents. One vacation day is accrued each month (annual total of 12 days) plus additional PTO days, including holidays and a one-week winter break at the end of December through New Year's Day. All travel costs, when required and approved by the organization, will be covered by Nest.

### **To apply:**

Please send a cover letter and CV to Nest's Executive Director, Rebecca van Bergen at [rebecca@buildanest.org](mailto:rebecca@buildanest.org). Please include at least 2 references. Nest will leave the role open through May 1st and will conduct interviews on a rolling basis.