



Ensuring Health Care Access for Everyone

Director of Development

Are you driven to help build stronger, healthier communities?

Do you believe everyone should have access to basic health care?

Now is the time to join us and make a difference!

We are looking for a full time Director of Development to join our diverse team of compassionate, caring, and dedicated professionals.

HealthFinders Collaborative is a growing community clinic providing quality health care (primary medical, dental, mental health and substance use treatment) as well as advocacy and wellness education for people who have limited access to care. HealthFinders has a unique, community-based model that works.

About the position:

HealthFinders is looking for an experienced professional committed to community-driven healthcare and passionate about equity and justice to be its next Director of Development.

The **Director of Development** will be a key organizational leader as we build an inclusive community of patients, staff, volunteers, donors, and partners and significantly increase contributions. The **Director of Development** will be charged with growing contributed revenue and raising \$6 million over the next five years by building and refining our individual giving programs.

Salary Range: 75,000-95,000

FTE: 1.0, exempt, benefits eligible.

Remote and on-site

HealthFinders has many opportunities for growth and is looking for someone who is eager to grow in their field. We encourage you to apply if you are interested but not sure you meet all the qualifications: we frequently hire for leadership and potential, and support skills training for various positions.

NORTHFIELD 706 Division St S · Northfield, MN · 507.646.8964

FARIBAULT 1415 Town Square Ln · Faribault, MN · 507.323.8100

OWATONNA 134 Southview St · Owatonna, MN · 507.214.6662

Info@healthfindersmn.org
healthfindersmn.org

Job Responsibilities / Key Accountabilities

LEADERSHIP

- Collaborate with HealthFinders staff and volunteers to create unified fundraising culture and strategy.
- Support an effective board development committee that engages other board members in fundraising.
- Supervise community giving and events coordinator (current), and potential future growth, for example major giving, donor relations, or administrative support roles.
- Create an environment that encourages innovation and learning.
- Work with senior leadership team

FUNDRAISING STRATEGY

- Work with the executive director to create integrated fundraising strategy that is grounded in HealthFinders' values and Community Centric Fundraising principles to generate growth in contributed revenue.
- Build HealthFinders pipeline of potential supporters.
- Develop relational and sustainable mid- and major giving programs.
- Execute one-to-many fundraising strategies to secure annual and recurring gifts.
- Manage the development and planning of HealthFinders' fundraising events.
- Secure foundation and corporate grants in collaboration with the executive director and program leaders
- Secure event sponsorships

FUNDRAISING OPERATIONS

- Oversee development of systems and workflows that make information readily accessible to those who need it and create ease for tracking and reporting.
- Provide fundraising reports, projections, and analysis for the executive management team, board, development committee, and other staff.
- Ensure fundraising staff have access to technology necessary to fulfill their responsibilities, know how to use it, and have support to do so.
- Effectively develop and manage annual work plans, goals, and resources including developing and managing the development budget.

DONOR COMMUNICATIONS

- Craft a compelling case for support.
- Develop and execute donor communications strategies in collaboration with the Director of Communications.



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Preferred experience and qualifications

We recognize people build skills in a variety of ways and combinations and believe that many skills are transferrable to a variety of contexts. If your background does not precisely match these experiences and qualifications, but you have a passion for our work, we would love to hear from you.

- **Shares HealthFinders' values:**
 - We believe in the power of our communities and patients to be healthy.
 - We believe that everyone has the right to both necessary and effective health care, in addition to wellness education.
 - We are committed to health care that is accessible, affordable, high quality, and culturally appropriate.
 - We support our volunteers and community partners to act collaboratively, in a spirit of dignity, compassion, and respect.
 - We are responsive to the changing health and wellness needs of our community.
 - We provide outreach services in the community, recognizing that not all who would benefit from our services have yet come to us.
 - We strive to diligently maximize and be good stewards of our financial and other resources.

- **High level strategic thinker and influencer**
- **Willingness to learn and practice community-centric fundraising**
- **Proven experience working cross-functionally in a collaborative, multi-cultural team environment**
- **Demonstrated success:**
 - Supervising, mentoring, and/or developing others
 - Closing individual and institutional gifts of more than \$50,000
 - Developing fundraising strategy
 - Managing one or more fundraising programs
 - Using data to inform decisions
- **Clear communicator with strong public presence** – speaking, writing, and listening skills
- **Innovative and willing to try new things, to sometimes succeed and sometimes to fail and always to learn**
- **Experience using systems to capture key donor information and use it to make decisions**

Apply:

Please complete our online application form here or contact Wendy Sara at sara.wendy@healthfindersmn.org or call 607-646-8973.

All employees must be able to work effectively in a community-based organization whose clients and staff exhibit significant diversity with respect to race, ethnicity, gender orientation, socio-economic status, nationality, and religion.

Black, Indigenous, People of Color, women, LGBTQ+ community and people from other underserved communities are strongly encouraged to apply.

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