



Date: October 5th, 2025

Job Title: Director of Development

Classification: Full-time, exempt

Salary: \$90,000 to \$95,000 based on experience and skills.

Location: Hybrid role with HQ in Seattle SODO

Join Backpack Brigade: Be a Catalyst in Eradicating Weekend Hunger for Kids

About Us:

Since 2014, Backpack Brigade has been a cornerstone in combating weekend food insecurity among school children. As the largest agency dedicated exclusively to this mission, we provide weekend hunger bags to over 5200 students across 102 K-12 schools in five districts including Seattle, Bellevue, Independent, Highline, and Renton. Our work is not just about food; it's about nurturing the future of our community.

Exciting Opportunity: Director of Development

Reports To

Executive Director

Supervises

- Development Associate (future)
- Marketing/Communications Manager

Position Summary

The Director of Development is responsible for designing and executing Backpack Brigade's comprehensive fundraising strategy to support a \$1.5M+ budget with ambitious growth goals. The DoD will lead individual giving, major gifts, corporate partnerships, grants, and events, while building systems that engage the board, staff, and volunteers in fundraising. This role also oversees communications staff to ensure donor-centered, brand-aligned messaging across all channels.

Key Responsibilities

Fundraising Strategy & Leadership

- Develop and implement annual and multi-year fundraising plans aligned with the strategic plan.
- Manage a portfolio of 40–50 major donor and corporate prospects.
- Partner with the Executive Director on top-tier donor relationships and solicitations.
- Lead grant pipeline management, submissions, and reporting.

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Seattle, Washington 98112



Board & Volunteer Engagement

- Equip board members with scripts, toolkits, and assignments for donor engagement.
- Track board fundraising activity and report monthly.
- Leverage volunteers and corporate groups for donor conversion opportunities.

Communications & Marketing Oversight

- Supervise Marketing/Communications Manager.
- Ensure integrated fundraising and communications calendar.
- Oversee donor communications, appeals, newsletters, and stewardship materials.

Systems & Reporting

- Optimize Bloomerang for segmentation, pipeline tracking, and automation.
- Produce monthly KPI dashboard for board review.
- Ensure timely acknowledgments and pledge tracking.

Qualifications

- 5–7 years of progressive fundraising experience, including major gifts and corporate partnerships.
- Demonstrated success managing donor portfolios and closing gifts of \$50,000 or more.
- Strong communication and relationship-building skills.
- Experience supervising staff and/or volunteers.
- Familiarity with Bloomerang or other CRMs.
- Commitment to Backpack Brigade’s mission and values.

Key Performance Indicators (KPIs)

Category	KPI	Target/Goal
Fundraising	Major donor gifts secured annually	12–18
Fundraising	Qualified major donor prospects in portfolio (within 12 months)	50
Fundraising	New donor Year 1 retention	≥30%
Fundraising	Corporate match realization increase (in 12 months)	5% → 15%
Fundraising	Number of major donor meetings per month	2-4
Board Engagement	Board members completing monthly donor engagement actions	≥90%
Board Engagement	New prospects identified per trustee annually	3–5
Systems	Bloomerang pipeline updated	Weekly
Systems	Monthly KPI dashboard delivered to board	Monthly



Our Offer:

- Salary range: \$90,000 - \$95,000, based on experience and skills.
- Health insurance stipend.
- Generous PTO, particularly during summer.
- Generous sick leave.

Make a Difference:

Join us at Backpack Brigade and be part of a passionate team dedicated to ending weekend hunger for our community's children. Apply now to be at the forefront of this vital mission.

How to Apply:

Please email your resume, a cover letter, and a list of three references to Backpack Brigade, Attention: Nichelle Hilton and title your email "Backpack Brigade Director of Development" to info@backpackbrigade.org

No phone calls or walk-ins, please.

Backpack Brigade is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, religion, sex, gender, sexual orientation, marital status, national origin, age, veteran status, or disability.