



## Director of Philanthropy

**Location:** Hybrid with in-person responsibilities in Fort Collins, CO

**Reports To:** Executive Director

**Salary Range:** \$90,000–\$100,000 (commensurate with experience)

### About No Barriers:

No Barriers is a national nonprofit organization that helps people of all abilities break through barriers, discover their potential, and contribute to the world. As we enter an exciting new era of growth and innovation—expanding our impact and reimagining our business model—we are seeking a seasoned and creative fundraiser to grow our major donor, annual giving and corporate partner programs.

### We Believe:

- Everyone deserves to feel like they belong to a community
- Everyone deserves to live with a sense of purpose
- People affected by disability face even greater barriers to connection
- Transformation and growth require intentional practice
- What's Within Us Is Stronger Than What's In Our Way

### Position Overview:

The Director of Philanthropy is a key leadership position responsible for building, managing, and expanding No Barriers' fundraising program. This is an exciting opportunity for an **experienced fundraising professional** who thrives at the intersection of relationship-building, systems design, and creative strategy. This role is ideal for a fundraiser who thrives on both strategy and execution—someone who can roll up their sleeves to manage the daily rhythm of donor engagement, while also bringing fresh ideas and vision to how we engage with our donors.

At the heart of this role is **management and growth of our donor pipeline**—developing, managing, and advancing donors thoughtfully through each stage of their giving journey. The Director will oversee and implement No Barriers' newly established donor systems and processes, ensuring every prospect and donor is engaged, cultivated, and stewarded with care and consistency.

This position requires both **strategic leadership and hands-on execution**. The ideal candidate will be equally comfortable crafting high-level fundraising plans as they are tracking donor interactions, refining data processes, and helping shape the narrative that inspires support. Over time, this role will have the opportunity to grow and lead a small development team as resources expand.

## **Key Responsibilities:**

### **Fundraising Leadership & Strategy**

- Partner with the Executive Director and Board to implement a comprehensive fundraising strategy aligned with No Barriers' evolving business model and long-term growth vision.
- Manage and expand a portfolio of major donors, foundations, and corporate partners; personally cultivate, solicit, and steward gifts at the 5- to 6-figure level.
- Lead annual fundraising planning, goal setting, and performance tracking.
- Engage and support the Board in fundraising—providing tools, guidance, and partnership to strengthen their role as fundraising advocates for No Barriers.
- Maintain a close pulse on donor trends and apply best practices in fundraising to help scale the program sustainably.

### **Donor Pipeline Management**

- Serve as the champion of No Barriers' donor pipeline—ensuring every prospect, donor, and partner is moved through the giving journey with intention and precision.
- Oversee and continuously improve systems for donor segmentation, moves management, and stewardship workflows.
- Leverage donor research tools and data analysis to assess giving capacity and align outreach strategies with donor interests and potential.
- Create and maintain reports, dashboards, and metrics that help monitor progress and identify opportunities within the pipeline.

### **Donor Engagement and Storytelling**

- Work closely with the Executive Director and marketing support team to develop high-quality donor communications and campaign assets that inspire giving and convey impact.

- Collaborate to develop storytelling initiatives, annual appeals, reports, and other materials that reflect No Barriers' mission and voice.
- Ensure consistent, personalized stewardship and recognition for all donors.
- Support event-based fundraising and donor experiences that bring the mission to life. Work with the team to leverage local events for donor engagement.

### **Data Management & Analytics**

- Become the organization's in-house expert on **Salesforce**, ensuring donor data is accurate, actionable, and leveraged for strategic decision-making.
- Establish and uphold data integrity standards, entry protocols, and usage practices that support scalability and transparency.
- Analyze giving patterns and pipeline health to inform strategy and drive growth.

### **Organizational Leadership**

- Serve as a strategic thought partner during a pivotal phase of organizational growth and transformation.
- Provide clear, consistent reporting on fundraising performance and opportunities.
- Help design and grow the future development team, defining new roles and mentoring emerging staff.
- Help to build and foster a culture of philanthropy across all departments.

### **Qualifications:**

(Note: We recognize that no candidate perfectly fits every qualification listed. If you believe you have the skills, passion, and vision to succeed in this role, we encourage you to apply and tell us why you'd be a great fit.)

- Ideal candidate has 5+ years of professional fundraising experience, with a strong track record in major gifts, annual giving, and donor pipeline management.
- Utilize standard productivity and collaboration tools (Google Drive, Docs, Sheets, and shared workspaces) to organize, report, and manage development activities.
- Demonstrated ability to design and execute comprehensive fundraising strategies and donor journeys.

- Deep familiarity with CRM and donor database systems; Salesforce experience is a plus.
- Excellent written and verbal communication skills with a talent for storytelling and relationship-building.
- Highly organized, data-driven, and comfortable working in both strategic and hands-on capacities.
- Passion for the No Barriers mission and beliefs.
- Commitment to diversity, inclusion, and accessibility.

### **Compensation & Benefits:**

- Salary range of \$90,000–\$100,000, commensurate with experience.
- Comprehensive benefits package includes healthcare, dental and vision plans, 401(k)-retirement plan, and paid time off.
- This is primarily a work-from-home position. However, our office is based in **Fort Collins, Colorado**, and this role will be expected to participate in periodic in-person meetings and weekly support of ongoing in-person operational tasks.