

ORGANIZATION: Youth on Course
POSITION: Chief Development Officer
REPORTS TO: Chief Executive Officer
LOCATION: Monterey, CA (4 days in office)
TRAVEL: As necessary to achieve fundraising goals (~25% of time initially)
WEBSITE: youthoncourse.org
TO APPLY: Please send resume and cover letter as one PDF to YouthOnCourseCDO@pbrsearch.com with title format "Last Name First Name – Letter Resume."

BACKGROUND

Youth on Course is the largest youth golf access organization in the world and inspired by the belief that the price of a round of golf should not be a barrier for a young person who wants to play. Partnering with public golf courses in all 50 states, Canada and Australia, the organization provides the opportunity for more than 240,000 youth members to play golf for \$5 or less. In addition to providing affordable access to golf, the organization creates career opportunities for youth members through internship programs, conducts a scholarship program, a leadership council, and other career preparation. The overall goal is simple: to give youth the skills and experience they need to succeed on and off the golf course.

POSITION

With an annual budget of ~\$17M and a staff of ~25+ employees, Youth on Course seeks a chief development officer to drive the organization's fundraising activities. Reporting to the chief executive officer and working in close partnership with the board and key staff, the director will develop and launch a strategic fundraising initiative to expand the organization's donor base nationally, engage high-capacity prospects, and build lasting foundation partnerships. Youth on Course has near-unlimited potential to expand its reach and is on track to double the budget, staff and, most importantly, number of young golfers served, over the next five years. This is a rare opportunity for an entrepreneurial fundraising professional who understands the golf ecosystem to lead the charge to reach ambitious fundraising goals and drive toward even greater impact.

RESPONSIBILITIES

- Develop, lead, and execute Youth on Course's overall development strategy; establish ambitious fundraising goals across all contributed revenue streams and track progress against them.
- Collaborate with the chief executive officer and board members to identify, cultivate, solicit, and steward current and potential major donors, foundation partners, and new board members.
- Lead and coordinate the organization's principal, foundation, and major gifts fundraising efforts; lead and supervise a team of four (major gifts officer, director of philanthropy, events manager, and development associate) to ensure that the group is working effectively and efficiently to hit stated targets.
- Develop the growth plan for the fundraising office, ensuring that financial and human resources are well deployed and sufficient to take advantage of revenue opportunities.
- In partnership with the chief marketing officer and marketing team, ensure the case for support is clear and compelling; collaborate on direct marketing campaigns focused on annual giving and partnerships.
- Partner with the chief strategy officer on alumni engagement to create an alumni giving program.
- Develop appropriate metrics for assessing progress against goals and use data strategically to inform decisions and ensure that resources are deployed for maximum impact.
- Oversee the ongoing improvement of development operations and systems with a goal of implementing best-in-class processes that support the creation of a long-term, successful, sustainable fundraising program.
- Serve as the fundraising expert and thought leader on the senior leadership team, providing the development perspective across the organization.

QUALIFICATIONS

The chief development officer will be a seasoned fundraising professional with significant skills in all aspects of development and an ambitious self-starter able to inspire board members and potential partners around Youth on Course's mission of providing affordable access to golf. Specifically, the CDO will have:

- At least ten years of demonstrated success in advancement and fundraising within an established development program, preferably in an organization related to sports, the outdoors, or youth development.
- A track record of working with a board of trustees, with the ability to expand existing and develop new board member relationships.
- A creative approach to problem-solving and an entrepreneurial and strategic mindset, with the skills and experience necessary to build upon existing systems and create new ones as needed to broaden and improve the development function.
- An interest and aptitude for golf, including ability to participate in tournaments and other golf-related fundraising events with donors and staff.
- A goal-oriented, can-do attitude, with the ability to build connections with contacts in other states, carry out projects independently, manage multiple deadlines, and take initiative.
- Strong organizational skills and a commitment to the maintenance of clean and accurate donor records.
- A sophisticated personal presence, superior interpersonal skills, and a high level of self-awareness, with a proven ability to successfully engage with a variety of audiences.

COMPENSATION

- Anticipated salary range \$240K – \$260K commensurate with experience, plus eligibility for performance based compensation.
- Attractive, competitive benefits package including PTO, health insurance (medical, dental, and vision), employer-matched 401(k) plan.

Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, Youth on Course encourages you to apply.

Youth on Course is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, Youth on Course will provide reasonable accommodations for qualified individuals with disabilities.