



Development Director

Berkshire United Way

Pittsfield/Berkshire County, MA (Hybrid)

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BOSTON | NEW YORK

Berkshire United Way seeks a Development Director to design, implement, evaluate, and continuously improve fundraising and donor engagement strategies to advance BUW's role as the nonprofit that transforms philanthropy into action and positive change for people in Berkshire County.

About Berkshire United Way

Berkshire United Way (BUW) was founded in 1924 as the local Community Fund organization. Until 2008, BUW was structured as a federated fundraiser with member agencies. Funds were invested in local health and human service organizations because of their Berkshire United Way membership. In 2009, BUW shifted to the Community Impact Investment Model, which represents a commitment to promoting real and sustainable change in Berkshire County. This model uses the community-defined aspiration as the basis for determining how and where BUW makes its investments. BUW has devoted countless hours to meaningful conversations with over 400 representatives from more than 75 community organizations, and has identified three community-defined strategic priorities:



- **School and Career Readiness:** To ensure children have a strong start in school and life, BUW invests in quality childcare centers and home visitation programs. To ensure youth are prepared for life after high school, BUW elevates career development, invests in mentoring and training programs beyond academics, funds after-school programs and camps, aligns pathways with regional and statewide workforce priorities, and connects youth to volunteer service opportunities. BUW also supports educators and early learning organizations through advocacy by addressing and correcting regional inequities, regularly convening early childhood educators, supporting youth development staff, and leading a regional cross-sector advisory group on early childhood.
- **Household Stability:** To ensure basic household needs are met, BUW organizes food support volunteer projects, promotes free tax services (e.g., VITA), and enhances and promotes the Mass211 system. To ensure housing needs are met, BUW supports and educates the community on housing resources, elevates existing housing services, and advocates for affordable housing. To ensure financial mobility, BUW supports job certification and skill enhancement programs and invests in career development programs.
- **Mental Health:** To offer support in this new priority area, BUW's current goals are to assess current convenings for area providers, support a new regional directory of mental health resources, and enhance and promote the [Call2Talk](#) system, as well as fund family support programs and peer support groups, and conduct a landscape analysis of current providers and services.

With donor and volunteer support, BUW strategically invests in these community priorities, then monitors and measures the results of these investments over time. BUW's supporters have helped to make an impact in the Berkshires through 18,143 neighbors positively impacted, \$1,001,500 invested in 28 organizations in Central and Southern Berkshire, and 6,800 hours donated by 1,400 volunteers to support 104 nonprofits. Some of BUW's funded partners include 18 Degrees, Barrington Stage Company, Berkshire County Head Start, Berkshire County Kids' Place, Berkshire South Regional Community Center, Central Berkshire Habitat for Humanity, Lee Youth Association, Literacy Network, Pediatric Development Center, Railroad Street Youth Project, and Volunteers in Medicine.

BUW continues to ignite the collective power of individuals and organizations to build a stronger and more equitable community where everyone can thrive, and magnifies contributions to make lasting, positive change in the Berkshires.

For more information about Berkshire United Way, please visit <https://www.berkshireunitedway.org/>

About the Position

The Development Director (the “Director”) at BUW will design, implement, evaluate, and continuously improve fundraising and donor engagement strategies to advance BUW’s role as the nonprofit that transforms philanthropy into action and positive change for people in Berkshire County. The Director will lead and inspire a team of 2 that is committed to increasing BUW’s overall revenue. The Director will engage and steward individual and institutional donors, use data to promote continuous improvement, and bring BUW’s mission, vision, and brand to life through intentional communications.

The Director will also contribute actively to advancing the BUW mission, vision, and strategic priorities as a member of the leadership team and a partner with the Board of Directors. This is a full-time exempt position, with in-person work required.



Key Responsibilities

- Define and achieve alignment from the President and CEO and Board of Directors on BUW’s Community Impact and Development goals.
- Build collaborative relationships with the President & CEO and Board of Directors.
- Model and advance BUW’s commitment to diversity, equity, inclusion, and belonging in all fundraising, communications, and programs.
- Develop, implement, assess, and continuously improve a strategic and comprehensive fundraising plan to achieve or exceed annual revenue goals through individual and major gifts, planned giving, institutional grants, corporate relationships, and special events.
- Maintain a portfolio of current and prospective donors and solicit individual and major gifts.
- Grow existing corporate relationships and establish new partnerships with businesses and markets throughout Berkshire County.
- Lead the diversification of BUW revenue streams, with a focus on foundation and institutional grants and sponsorships.
- Develop and manage the Development department budget.
- Set the marketing and communication strategy in support of Berkshire United Way’s mission and strategy, including branding, public relations, advertising, and print and electronic materials.



Key Qualifications

- 5+ years related experience and progressive leadership in a corporate or nonprofit organization, at least 3 of which were at an organization with at least \$3 million in revenue; United Way experience is highly desirable.
- A proven history of high-level fundraising or business development results based on building strong, lasting relationships with donors.
- Ability to speak passionately and with credibility to the importance of equity as a key factor for improving lives through our mission, vision, and strategic priorities.
- Exceptional planning and execution skills with a results-oriented record of achievement; the ability to set goals, meet deadlines and evaluate results.
- Proficiency with donor database systems and the ability to use data to measure and evaluate fundraising performance and drive decisions.
- Excellent written and oral communication and networking skills with the ability to engage, inspire and educate in personal meetings, group settings and in writing.
- Strong supervisory skills and experience recruiting and leading effective teams.
- Bachelor's degree preferred; candidates with a strong combination of relevant professional and/or lived experience are encouraged to apply.

Compensation: The salary for this position is commensurate with relevant experience and begins at \$95,000 annually. An excellent benefits package includes medical and dental coverage with no waiting period, employer-paid life and long-term disability insurance, a flexible medical spending account, 403(b) with employer contributions, generous paid time off, and 11 paid holidays per year.

Berkshire United Way is committed to providing a diverse and inclusive work environment. We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status, protected veteran status, or any other protected status as required by applicable law.

To apply, please submit your cover letter and resume in confidence [here](#).

For more information, please visit www.developmentguild.com.



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About Development Guild DDI

For 45 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. We have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.

With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.

