



Position Title: Director of Development
Reports to: Executive Director
Classification: Full-Time/ Exempt/In-person

For over 50 years, The Harbour has provided emergency housing, transitional living programs, and supportive resources to youth experiencing homelessness across Chicagoland. We are a \$3.3M agency committed to trauma-informed, strength-based, and equity-centered practices in both our programming and organizational leadership. As we expand our impact and work toward increasing private revenue to one-third of our operating budget, we are seeking a strategic, relational, and growth-oriented Director of Development to lead our next chapter of philanthropic engagement. The Harbour's private revenue has grown steadily at a rate of 10% over the past few years. This is an exciting opportunity to build on this success, shape revenue strategy, and ignite further growth.

Role Summary

The Director of Development (DoD) is a senior leadership role responsible for designing and executing a comprehensive fundraising strategy that strengthens and diversifies The Harbour's revenue streams.

This role leads the major gifts strategy, board engagement in fundraising, prospect development, donor cultivation, and stewardship efforts. The Director partners closely with the Executive Director, Board of Directors, and Marketing & Development Committee to build long-term philanthropic relationships that advance The Harbour's mission to end youth homelessness.

The Director of Development supervises Development team members and collaborates across departments to ensure fundraising efforts reflect program impact and organizational values.

Key Responsibilities

Strategic Leadership & Revenue Growth

- Develop and implement a three-year private revenue growth strategy aligned with organizational sustainability goals.
- Lead annual fundraising planning, revenue forecasting, and performance tracking.
- Build systems for prospect identification, donor segmentation, and move management.
- Monitor fundraising metrics and regularly report progress to the Executive Director and Board.
- Partner with Finance to align revenue projections and reporting.

Major Gifts & Prospect Development

- Manage and grow a portfolio of major donors and high-capacity prospects.

- Lead prospect research, qualification, cultivation, solicitation, and stewardship strategies.
- Partner with the Executive Director on top-tier donor relationships.
- Design personalized engagement plans to deepen donor commitment.
- Expand individual giving and giving society participation.
- Identify and cultivate new individual and corporate prospects.

Board Engagement & Fundraising Partnership

- Partner with the Executive Director to build a strong culture of philanthropy within the Board.
- Support Board members in developing confidence and capacity in fundraising.
- Work closely with the Marketing & Development Committee to set strategy and monitor progress.
- Equip Board members with tools, messaging, and engagement opportunities.
- Create meaningful roles for Board members in cultivation and stewardship efforts.

Institutional & Corporate Giving

- Oversee strategy for foundation giving with grant staff.
- Work with the Board to identify corporate fundraising opportunities and develop corporate relationships.
- Work with the Development team to identify new funding opportunities aligned with mission priorities.

Events & Donor Engagement

Work with Events and Volunteer Manager to develop strategies for:

- Annual Benefit
- Cultivation events
- Giving Society Stewardship Event
- Donor appreciation gatherings

Communications & Storytelling

In partnership with the Executive Director and organizational leadership:

- Ensure alignment of fundraising messaging with The Harbour's trauma-informed values.
- Work with Development team, graphic designer and communications specialist to guide development of:
 - Annual Report
 - End-of-Year Appeal
 - Fundraising materials
 - Impact storytelling
 - Annual video
- Translate program impact into compelling donor narratives.
- Experience fundraising in ways that center the dignity of our participants.

Team Leadership & Cross-Department Collaboration

- Supervise the Development staff of two-four
- Facilitate regular Development team meetings.
- Collaborate with Program, Operations, and Finance Directors to align fundraising priorities.
- Build a supportive, accountable, and equity-centered team culture.

Leadership Competencies

We are seeking a leader who:

- Understands fundraising as relationship-centered and mission-aligned.
- Willing to integrate equity and trauma-informed values into development practices.
- Balances strategic thinking with hands-on execution.
- Builds trust across staff, board, and donor communities.
- Is energized by building systems and scaling impact.

Qualifications

- 5-8+ years of nonprofit development experience, demonstrating steady growth in the profession.
- Demonstrated success in major gifts cultivation and solicitation.
- Experience managing and partnering with boards in fundraising.
- Proven ability to build and grow donor pipelines.
- Excellent written and verbal communication abilities.
- Experience in youth services, housing, or the Chicagoland nonprofit landscape preferred but not required.
- Ability to lead with relational intelligence, humility, and confidence.
- Ability to manage spreadsheets and conduct basic data analysis.

Salary & Benefits Package:

The Harbour, Inc. offers a comprehensive package including competitive pay and benefits to attract and retain the best talent to further the Agency's mission. Salary range: \$95,000 – \$105,000.

Required Background Check:

Employment at The Harbour, Inc. is contingent on passing a background check. All candidates must undergo and pass a background check before an employment offer is extended.

Application Deadline:

Role begins: July 1, 2026

The Harbour, Inc. is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, ethnicity, religion, sex, sexual orientation, gender identity, national origin, age, marital status, physical or mental disability, protected veteran status, genetic information, or any other legally protected status, in accordance with applicable federal, state and local EEO laws.

How to Apply

Please submit a resume and letter of interest to:

Human Resource Department

HR@theharbour.org