

**Title:** Chief Development Officer

**Organization:** Bring Change to Mind (BC2M)

**Location:** Remote (some travel required)

**Position Type:** Full-time

### **About Us:**

Bring Change to Mind (BC2M) was founded in 2010 by Glenn Close, inspired by her own family's mental health journey. Our evidence-based approach addresses the youth mental health crisis at its roots by dismantling stigma through peer influence—the most powerful force in adolescent development.

Our model centers on student-led clubs that transform school cultures from within. These clubs create safe spaces where mental health conversations become normalized, students build crucial knowledge, and peers connect one another to vital resources. Each club is supported by dedicated school advisors and BC2M's professional Regional Managers who provide specialized training, evidence-based resources, and ongoing mentorship.

This powerful combination has already created transformative change in over 600 high schools and middle schools across 43 states—building school environments where mental health discussions are normalized, empathy flourishes, and students no longer suffer in silence.

### **The Opportunity:**

At a pivotal moment in our organization's history, Bring Change to Mind (BC2M) seeks a strategic, entrepreneurial and deeply relational Chief Development Officer to architect our next phase of growth. As we implement our ambitious multi-year strategic plan, we're positioned to significantly scale our impact across America's schools. Currently serving 600+ middle and high schools across 43 states, we are looking to double the reach of our evidence-based programs in the next three years.

This is a unique opportunity to build and lead a development operation that will fuel BC2M's expansion and ensure long-term sustainability through diversified revenue streams. The ideal candidate will combine sophisticated fundraising expertise with exceptional relationship-building skills, demonstrating both the strategic vision to grow our development program and the personal touch needed to engage and retain donors who are passionate about our mission to end mental health stigma.

### **Key Responsibilities:**

#### Development Strategy and Leadership

- Design and implement comprehensive development strategy with support from the Executive Director and Board of Directors and corresponding systems and structures to support sustainable growth
- Lead all fundraising initiatives including major gifts, corporate partnerships, foundation relations and special events
- Set and achieve ambitious revenue targets (\$4M in 2025) aligned with organizational growth plans
- Ensure excellent donor stewardship and database management

- Collaborate with programs team to develop funding proposals and impact reports
- Lead data-informed fundraising strategies using Salesforce CRM to track, analyze, and optimize donor engagement

#### Major Gifts Program Development

- Design and implement a comprehensive major gifts strategy to identify, cultivate, and ultimately build our base of high-net-worth individuals and family foundations
- Design and implement metrics-based moves management systems for prospect cultivation; utilize Salesforce to manage donor pipelines and track relationship progression
- Create compelling donor engagement opportunities and personalized cultivation strategies
- Plan and hold series of cultivation events to build pipeline of potential supporters
- Partner with the Executive Director and Board members to leverage their networks and relationships

#### Qualifications & Skills:

- 7+ years of progressive fundraising experience, with demonstrated success in major gifts
- Demonstrate a genuine passion for Bring Change to Mind's mission of ending mental health stigma through youth-led programs
- Proven track record of building donor pipelines and securing major gifts (\$25,000+) - or comparable experience in business development or related area at a for-profit company
- Demonstrated success in managing and growing a comprehensive development program for an organization with at least \$2M in annual revenue
- Superior relationship-builder
- Strategic thinker with exceptional attention to detail
- Strong persuasive communications skills, both verbal and written
- Self-motivated with exceptional time management and organizational skills
- Creative problem solver who can identify and pursue new opportunities and is undaunted by challenges that may arise.
- Expert knowledge of fundraising principles, strategies, and best practices
- Advanced proficiency with CRM systems and donor management software (Salesforce preferred); comfort with database management and data integrity protocols
- Demonstrated experience using data analytics to track fundraising metrics and drive decision-making
- Experience implementing moves management systems

#### Core Competencies

- **Highly Relational:** Exceptional interpersonal skills with the ability to build authentic, trust-based relationships with donors, board members, and key stakeholders
- **Prospecting Excellence:** Demonstrated comfort and success with researching potential donors and confidently conducting cold outreach to new prospects

- **Cross-Organizational Collaboration:** Exceptional ability to work across departments, integrating fundraising with programs, communications, and operations
- **Adaptability:** Flexibility to adjust strategies based on changing organizational needs and external environments
- **Tenacity:** Demonstrates determination in pursuing goals, with a hunger for exceeding goals and the scrappy mindset to overcome obstacles through creative approaches and persistent follow-through
- **Ethical Standards:** Unwavering commitment to donor privacy, ethical fundraising practices, and organizational integrity

***\*\*A Note on Experience:*** We recognize that talent comes from many paths. We enthusiastically welcome candidates whose experience may not perfectly align with traditional fundraising backgrounds, but who bring relevant transferable skills, like ability to build trusting relationships and sell a big vision.

*If you have a background that doesn't perfectly match our listed qualifications but you believe you could excel in this role, we encourage you to apply. In your cover letter, please highlight how your unique experience and skills would contribute to BC2M's next phase of growth.*

#### **What We Offer:**

- Opportunity to be a part of a growing organization dedicated to ending the stigma surrounding mental health issues.
- Be part of a passionate, engaged and fun team of colleagues.
- Competitive salary commensurate with experience (\$150,000-\$180,000)
- Comprehensive benefits package including health, dental, and vision insurance
- Retirement plan with employer match
- Generous PTO
- Flexible remote work environment
- Chance to make a lasting impact on youth mental health in America

**To Apply:** Please submit your resume and cover letter to [jobs@bringchange2mind.org](mailto:jobs@bringchange2mind.org).

BC2M is an equal opportunity employer committed to building a diverse and inclusive workforce. We strongly encourage applications from candidates of all backgrounds, especially those whose lived experiences connect to our mission.