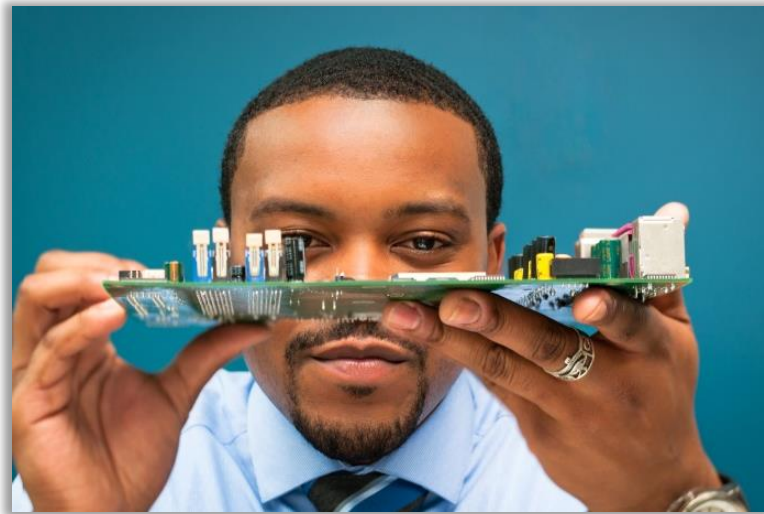




Director of Development Chicago, IL



Year Up empowers low-income **young adults** to go from **poverty** to **professional careers** in a **single year**.



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Mission: Close the Opportunity Divide

Year Up's mission is to close the Opportunity Divide by providing urban young adults with the skills, experience, and support that will empower them to reach their potential through professional careers and higher education.



The Approach

Year Up achieves its mission through an intensive one-year training program that provides low-income young adults aged 18-24 with a combination of hands-on skill development, college credits, and corporate internships. Year Up participants who complete the program can achieve:

- ❖ **Professional Skill Development:** Technology skills will be the fastest-growing need at companies over the next 10 years. At Year Up, students learn valuable IT skills and gain work experience during internships at top-ranked companies.
- ❖ **College Credits and a Stipend:** Students earn up to 23 college credits and receive a stipend while gaining valuable work experience. Classes are taught by certified college instructors.
- ❖ **Ongoing Support and Guidance:** Staff advisors, together with Year Up's strong alumni network, help students achieve their maximum potential, as both students and working professionals.
- ❖ **Mentorship:** Year Up students are paired with an experienced mentor from whom they receive one-on-one attention and guidance as they make decisions about their futures. Mentors share ideas, answer questions, and provide expert advice on potential career paths and job searches.

The Results

Year Up's results have driven its growth across the country. 85% of graduates are employed or enrolled in post-secondary education within 4 months of completing Year Up's program. 3,000 students currently participate in programs annually, finding employment at 250 different companies—including firms such as AOL, Bank of America, JP Morgan Chase, Marketo, Microsoft, Sales Force, and many more.

85% of graduates are employed or attending college full-time within four months of completing the program.



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Year Up Chicago

History

From Year Up's beginnings in Boston, where it was founded in 2000 by Harvard Business School graduate Gerald Chertavian, the organization has grown tremendously over the last 16 years. Today Year Up operates in 16 urban areas from coast to coast. Year Up's Chicago office opened in 2010. By 2015, it was serving 160 students each year. Under the leadership of new Executive Director Jack Crowe, Year Up Chicago is working to serve 1,000 students annually and influence 100,000. The Director of Development for the Chicago office will play a key role in building support to reach this goal.

New Partnerships

Year Up has earned significant national press attention that has helped it attract support in Chicago. Year Up has recently been featured in *The Chronicle of Philanthropy* and *The Atlantic*, where it was lauded as a way to "bet big on the American Dream."

Leveraging this attention, Year Up Chicago has already built exciting relationships with local partners. On Jan. 12, Year Up and National Louis University held a ribbon cutting (pictured at right) for a new partnership that will help double the number of young adults served in Chicago to 320. The inaugural class of Financial Operations students will graduate in one year with a certificate that they can use to secure a first job earning approximately \$38,000, or to earn credits toward an undergraduate degree. Year Up Chicago has also built relationships with 23 employment partners and more than 300 individual and foundation donors in the region.

IN THE NEWS



the Atlantic

How to Bet Big on the American Dream

Give \$1 billion to initiatives that spark upward mobility for people trapped at the bottom—then get a 300 percent return on investment.

MAY 5, 2016 | By Debby Blelak and Jim Shelton



Executive Director Jack Crowe

Jack Crowe joined Year Up Chicago from the Cristo Rey Network, the largest network of urban high schools in the country serving exclusively low-income youth. As Chief Operating Officer and General Counsel, Jack helped double enrollment in the Network's corporate work study program to nearly 10,000 students across the U.S. Jack previously was General Counsel of FBOP Corporation, a \$16B bank holding company, and a litigation partner at Winston & Strawn, where he handled corporate disputes. Jack has also taught at St. George's College, a Jesuit high school in Kingston, Jamaica. He holds a J.D. from Loyola University of Chicago and a B.A. in English from Boston College.



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The Opportunity

Year Up Chicago is seeking a Director of Development to play a critical role in rapidly growing Year Up and closing the Opportunity Divide for more students. Reporting to the Director of Development, Mid-Level Giving at Year Up's national office and to the Executive Director of Year Up Chicago, the Director will lead a 2-person team responsible for securing annual and mid-level individual giving and foundation grants to support the Chicago office. The Director will help set annual fundraising goals, develop and implement effective donor pipeline management strategies, and foster a culture of collaboration in a multi-faceted fundraising structure that includes extensive coordination at the national and regional levels. Successful candidates will take personal satisfaction in broadening and deepening engagement in the Year Up mission. Specific responsibilities include:

Program Leadership

- ❖ In collaboration with the Executive Director, design and carry out a strategic fundraising plan that raises \$1.8M toward Year Up Chicago's total philanthropic goal of \$2.5M-\$3M in 2017 and sets the organization on a course to increase its donor base and revenue goal over the next 3 years.
- ❖ Direct the design and execution of a comprehensive development program that includes annual and mid-level giving, special events, and institutional grants.
- ❖ Manage and mentor a 2-person team, including a Development Manager and Institutional Giving and Communications Manager.

Donor Portfolio Management

- ❖ Personally manage a portfolio of individual prospects and donors to secure 4- and 5-figure gifts that generate \$400K toward the department's annual revenue goal.
- ❖ Design and direct a pipeline development and moves management system that identifies and cultivates new supporters, deepens existing donor relationships, and increase giving levels.
- ❖ Develop and implement a comprehensive series of high-quality stewardship strategies—including donor communications and special events—to raise awareness of Year Up and inspire excitement for its mission and accomplishments.
- ❖ Provide direction and guidance for the identification, solicitation, and stewardship of foundation donors.
- ❖ Set an example for the maintenance of confidentiality in all donor information and records.

Team Collaboration

- ❖ Serve as a member of the local Year Up management team and collaborate in setting goals, strategy, and performance metrics.
- ❖ Work closely with the Senior Director of Philanthropy to effectively coordinate high-level donor solicitations.
- ❖ Coordinate with Year Up's national staff—including prospect researchers, database managers, and proposal writers—to ensure effective fundraising initiatives.
- ❖ Foster effective teamwork to leverage donor and volunteer networks and maximize prospect identification.

In addition to fulfilling specific position duties, all Year Up staff interact with students as mentors, group facilitators, and advocates, helping to create and sustain a positive educational environment while building trust between students and staff.

Year Up is consistently ranked as one of NonProfit Times' best non-profits to work for. They are recognized for their excellence in compensation package, employee engagement and communication, and staff development and growth.



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Ideal Experience & Skill Set

Background

- ❖ At least 5 years of fundraising experience in a non-profit organization, with at least 2 years of experience in a leadership role.

Knowledge and Skills

- ❖ Broad knowledge of development necessary to lead individual and institutional giving.
- ❖ Extensive first-hand experience identifying, qualifying, and developing relationships with individual donors and securing gifts at the 5-figure level and above.
- ❖ Commitment to personalized fundraising, including regular face-to-face donor meetings.
- ❖ Demonstrated ability to develop comprehensive cultivation and stewardship processes that deepen donor engagement and increase operational efficiency.
- ❖ Capacity for strategic thinking and vision necessary to work on a highly collaborative senior leadership team that includes multiple development streams.
- ❖ Ability to inspire, guide, and coach a talented team to take a fundraising program to a new level.
- ❖ Knowledge of the philanthropic and business worlds in the Chicago market.
- ❖ Communications skills sufficient for discussing complex issues with diverse audiences.
- ❖ Proficiency in Excel, Word, PowerPoint; experience in Salesforce or donor database preferred.
- ❖ Undergraduate degree is preferred.



Personal Characteristics and Work Style

- ❖ Passion for working with urban young adults, unshakable conviction of their potential, and strong commitment to and investment in Year Up's mission.
- ❖ Understanding of the Opportunity Divide and its drivers.
- ❖ Personal dedication to diversity and inclusion.
- ❖ Cultural competency necessary to create a supportive environment for students and staff; foster multiple dimensions of diversity; and challenge unconscious biases and correct inequities.
- ❖ High degree of self-motivation; able to make decisions, follow through, and be accountable.
- ❖ Sensitivity to the needs of others in complex team environments that engage supervisors, volunteers, and colleagues at the national and regional levels; assiduous attention to sharing information is critical.



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To Apply



Director of Development

Chicago, IL

Questions, résumés, and CVs should be sent to
search@driconsulting.com

All first round interviews for this position will take place at Development Resources, *inc.* at 1820 N. Fort Myer Drive, Suite 702, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

Year Up is an Equal Opportunity Employer and is seeking a diverse slate of qualified candidates for formal consideration.



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