



SENIOR DIRECTOR OF DEVELOPMENT

POSITION SUMMARY

Bridge House's Senior Director of Development will play a critical role in shaping its next phase of growth. Reporting to the CEO and responsible for a \$5M fundraising target, this leader will strengthen fundraising infrastructure, expand major donor relationships, and help build a sustainable revenue engine to support increasing community needs and future organizational growth. The position will engage in fundraising and major donor cultivation, in addition to leading a development team.

ABOUT US

Bridge House (bhrtw.org) provides paid transitional employment and housing for individuals on their journey toward long-term stability through its Ready to Work program. With facilities in Boulder, Aurora, and Englewood, Ready to Work represents an innovative work-centered approach to homelessness recovery focused on providing paid employment, housing, and support services. Participants begin employment within Bridge House social enterprises, including outdoor crews and culinary operations.

Bridge House enters its next chapter with strong community support, a proven program model, and meaningful opportunity to expand philanthropic investment. This role is ideal for a development leader who excels at mentoring and empowering teams, building strong systems, strengthening donor pipelines, and positioning an organization for long-term financial sustainability.

MISSION STATEMENT

Bridge House believes in, respects and empowers people who are experiencing homelessness. We connect them to employment and housing opportunities so they can realize and embrace their future.

LEARN MORE: LINK BHRTW.org and follow our impact on Facebook and IG (@bobridgehouse) and LinkedIn (@bobridge-house)

RESPONSIBILITIES AND DUTIES

- Organizational Leadership
 - Partner with CEO and leadership team to ensure organizational growth and sustainability in the context of external engagement as we advance Bridge House's mission
 - Lead and manage team members to maximize performance, accountability, and consistent attainment of departmental goals.
 - Set clear goals, evaluate organizational needs, and build the structure and capacity required for a high-performing development function.
 - Develop and manage the annual departmental budget.
 - Build systems to optimize donor contact, build donor intelligence, enable automation, and support the scalability of development efforts.

- Work closely with director-level leaders of Program, Finance, and Social Enterprise organizations for agency alignment.
- Partner with and activate the Board of Directors to increase engagement, fundraising participation, and ambassadorship.
- Provide direction of the volunteer program to strengthen recruitment and engagement, while cultivating relationships that expand mission awareness and develop volunteers as future donors and advocates.
- Strategy and Revenue Generation
 - Set both annual and longer-term development strategies for revenue generation across a full range of development activities, with awareness of different localities in which we operate, to include major gifts and individual giving, corporate partnerships and sponsorships, foundation and government grants, and capital campaigns.
 - Personally manage a portfolio of largest donors and foundations, with focus on development of new major prospects alongside CEO.
 - Lead donor engagement practices to build culture of communication, appeals, and stewardship across team and organization, both for existing base and potential new relationships.
 - Assess Bridge House fundraising performance, taking into account national and local fundraising trends, to adjust strategies to meet targets.
 - Oversee strategy and execution for production of marketing and all other externally-facing materials to maintain effectiveness and consistency of messaging.
 - Oversee team working on fundraising and donor engagement events to ensure successful strategy and execution, including annual Gala.
 - Personally manage mission-level community relations alongside the CEO.
 - Oversee all external corporate communications, including standards of style and presentation.

QUALIFICATIONS

- Education: Bachelor's Degree or equivalent experience
- Experience: 7 years of successful fundraising experience in a nonprofit. 2 or more years supervisory experience managing a development team.
- Demonstrated success contributing to or leading multi-million-dollar fundraising efforts, across capital campaigns, donor stewardship, and government and foundational grants.
- The ideal candidate is both strategic and pragmatic, equally comfortable setting vision and rolling up their sleeves to execute.
- Proven record of accomplishment in recruiting and retaining corporate sponsors, donors and partners.
- Successful record of accomplishment in special events fundraising.
- Demonstration of systems-thinking approach to organizing data and making feedback actionable.
- Passion for the Bridge House mission and values.

COMPENSATION AND BENEFITS

- This is a full-time, hybrid, benefit-eligible position directly reporting to the CEO.
- Bridge House has three locations in the Metro Denver region (Boulder, Aurora, Englewood) and a portion of the work can be performed remotely
- Salary: \$122,000/annual
- Health insurance with dental and vision options
- 403b investment opportunity
- Sick, vacation, and holiday pay

TO APPLY

- Please email a cover letter and resume to: jobs@bhrtw.org
- Immediate start date. Applications will be accepted until the position is filled.

NON-DISCRIMINATION POLICY

Bridge House is an Equal Opportunity Employer and is dedicated to the spirit of the intent of equal employment opportunity. We prohibit unlawful discrimination on the basis of age, race, color, gender, sexual orientation, national origin, religion, disability, genetic information, or any other applicable status protected by state or local law. This policy applies to all areas of employment and includes unlawful harassment based on any of these protected classes. Unlawful harassment includes verbal or physical conduct that has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as clients, vendors, consultants, etc.