



# CROSSPURPOSE

## Senior Director of Major Gifts 2025 Job Description

### **Scope and Position Responsibilities**

The Senior Director of Major Gifts will be a key leader in advancing CrossPurpose's mission by overseeing and driving our major Gifts strategy. This individual will be responsible for cultivating relationships with high-net-worth individuals, foundations, and other major donors to secure transformational gifts of \$100,000+. In addition to managing their own portfolio, the Senior Director will lead and mentor a team to build a sustainable and scalable major gifts program.

**Department:** Development

Supervisor: VP of Individual and Corporate Giving

Direct Reports: 1-3

### **Major Areas of Responsibility**

#### **Major Gifts Strategy & Fundraising**

Develop and execute a comprehensive major gifts strategy to increase philanthropic revenue and donor engagement.

- Identify, cultivate, solicit, and steward a portfolio of major donors (individuals and institutions) with the capacity to give \$100,000+ annually.
- Design and implement tailored solicitation and stewardship plans for top donors, aligning their philanthropic interests with CrossPurpose's impact.
- Secure six- and seven-figure gifts, meeting or exceeding annual revenue goals.
- Create and execute high-touch donor cultivation and stewardship events, providing meaningful engagement with leadership, staff, and program participants.
- Track and report on donor activity, revenue projections, and engagement metrics using Salesforce and other CRM tools.
- Represent CrossPurpose externally, attending key donor meetings, networking events, and community engagements.

#### **Leadership & Team Development**

- Supervise and mentor a team of 1-3 direct reports, providing coaching and strategic guidance.
- Foster a high-performance culture that encourages collaboration, accountability, and innovation in donor engagement.
- Create a strategy for annual giving, major giving planned giving, and capital/special campaigns.
- Serve as a thought leader within the development team, informing fundraising strategy and best practices in major gifts fundraising.

- Effectively engage and inspire donors.

### **Qualifications & Experience**

- 10+ years of progressive fundraising experience, including 7+ years in major gifts fundraising with a proven track record of securing six- and seven-figure gifts.
- 5+ years of experience managing and developing high-performing teams within a nonprofit or philanthropic setting.
- A bachelor's degree is required; an advanced degree or CFRE certification is preferred.
- Strong leadership and interpersonal skills, with the ability to build authentic relationships with high-net-worth donors and key stakeholders.
- Expertise in high-level donor cultivation, solicitation, and stewardship strategies.
- Experience working with board members and executive leaders to drive fundraising success.
- Proficiency in Salesforce (or other CRM systems), Google Suite, and fundraising analytics tools.
- Deep passion for the CrossPurpose mission, with alignment to our values and vision.

### **Hours, Compensation, and Benefits**

**Hours:** 40 hours (flex schedule, hybrid role options)

**Salary/Wage:** \$112,000 - \$134,400 Annually (Development Officer VI)

**Performance Bonus:** Unique compensation bonus structure in addition to annual salary.

**Vacation:** 15 days per year, plus the office is closed Christmas Day - New Year's Day, and staff have limited duties

**Sick Days:** 6 days per year

**Insurance Benefits:** Health, dental, vision, workers compensation, unemployment, short-term disability, long-term disability

These and other benefits are discussed in more detail in our Employee Handbook.