

GoodCitizen

Vote Solar
Chief Philanthropy Officer (Development)
Location: Remote

About Vote Solar

Vote Solar's mission is to realize a 100% clean energy future through a solutions-driven, people first approach. Founded in 2002, Vote Solar advances just and equitable clean energy policy in state legislatures and public commissions across the United States. Our expertise comes from a deep understanding of the legislative process, regulatory interventions, and the ability to identify and accelerate solar solutions. We are adept at bridging communities and bringing diverse stakeholders together to forge inclusive coalitions and winning campaigns.

Our goal is to effect real, tangible change. And we have the track-record to prove we can do it: Twenty years in, our work has made it so that one in three people live in a state with a 100% clean energy commitment. We'll not only expand that number but also ensure that more people can participate in holding utilities and decision makers accountable for greater equity and justice in our energy system.

Based in California, Vote Solar has an annual operating budget of \$11 million, with the bulk of its funding coming from foundation support. The Vote Solar team includes approximately 45 team members who work remotely from across the country.

The Opportunity

With a dedicated Philanthropy team of five members, a powerful and unique case for support, strong relationships with longstanding donors, and a recent prospect analysis that reveals significant opportunity for revenue growth, Vote Solar is seeking an experienced, collaborative, and innovative Chief Philanthropy Officer (CPhO) to lead and manage all aspects of fund development activities. Over the last few years, the team has successfully secured over \$9 million in revenue. For 2024, the team has reached nearly half of its \$9.7 million revenue goal. The CPhO will be responsible for developing and executing the organization's fund development strategy in partnership with the Executive Director, senior leadership, Vote Solar staff, and Board of Directors to ensure the organization's continued impact.

The CPhO will focus on institutionalizing fund development efforts across the organization and building a diverse and expansive funding base by securing support from foundations, individuals, major donors, and values-aligned corporations, as well as digital campaigns. Additionally, the CPhO will oversee the performance and growth of Philanthropy team members and enhance the systems that support the organization's philanthropy efforts. The CPhO will report to the Executive Director and serve as a critical member of the senior leadership team, charged with advancing organization-wide strategies.

This is an exciting opportunity for a development professional to build upon work outlined in a new five-year strategic plan centering equity and justice. This position is best suited for an individual who has successfully led long-term development strategies that expanded and diversified funding streams and improved internal structures and systems in support of those efforts.

Key Responsibilities

The CPhO's specific areas of responsibility include, but are not limited to:

Strategic Leadership

- Design and oversee the execution of a comprehensive donor-centric fund development strategy to grow and sustain various funding streams, expand institutional giving, and continue to build out individual giving, major gifts, and digital campaign programs.
- Monitor and analyze fund development metrics and financial data to evaluate progress toward goals and provide detailed reports on performance, revenue projections, and budgetary requirements to the Executive Director, senior leaders, and Board of Directors.
- Establish and monitor performance metrics and support the Executive Director and Board in evaluating development strategies and programs while also building and nurturing a culture of fundraising across the organization
- Collaborate with the Chief Communications Officer to create strategies, systems, and processes for cross-departmental partnerships in order to advance shared development and communications goals.

Fund Development

- Identify, cultivate, and enhance relationships with institutional funders and major donors in line with the overall development strategy, including establishing a donor progression track to encourage increased giving over time.

- Strategically solicit and secure revenue from individuals and foundations.
- Support the Executive Director and other senior leaders to engage with top prospects, conduct due diligence, and manage the preparation of briefing materials for in-person and virtual meetings.
- Assess the opportunity for growth of the nascent Individual and Corporate Giving program, alongside continued focus on building and maintaining strong relationships with institutional supporters.
- Ensure effective grant application processes, compliance with funder requirements, and accurate reporting.
- Collaborate with the Programs and Communications teams to craft clear narratives centered around organizational mission and impact, tailoring messages to high-net-worth and institutional prospects and donors.

Team and Organizational Leadership

- Supervise Philanthropy team staff and provide regular management and performance feedback and support, ensuring team members are best positioned for success.
- Provide professional development guidance and growth opportunities to all Philanthropy team staff, serving as coach or mentor.
- Lead regular team meetings to review team progress towards annual goals and plans and monitor capacity in alignment with Vote Solar's Managers' Vision of Excellence.
- Work with the Executive Director and other senior leaders to set annual goals; track and report fundraising progress on a regular basis.
- As a member of the senior leadership team, collaborate with other senior leaders to inform the direction and strategy of the organization and develop a culture of philanthropy among all staff.

Diversity, Equity, Inclusion, and Justice

- Continue personal learning and contribute to organizational work on diversity, equity, and inclusion.
- Work to embed equity in all organizational internal practices and culture, as well as our programs.
- Bring openness and engagement to personal, professional, and organization-wide learning on race, class, gender, justice, and equity.

Ideal Candidate

The ideal candidate for this role will have experience leading fundraising strategies for a growing organization and managing a team of fundraising professionals. This established leader will have expertise around fund development and cultivating

relationships with donors in non-profit, environmental, climate change, and/or environmental justice spaces. The ideal candidate for this role will also have experience collaborating with other department leaders to set, implement, and track philanthropic and organizational goals as well as progress towards those goals.

This leader must have in-depth knowledge of the environmental and/or non-profit funding landscape and show proficiency in aligning the organization's goals and impact with donor interests. The candidate should have a proven track record of monitoring results and key objectives, crafting effective and engaging fundraising communications, and collaborating with colleagues on strategy development for a dynamic organization. The ideal candidate will have successfully overseen multiple and varied fundraising initiatives, including grant proposals, digital campaigns, events, and engagement with individual and major donors. They should also possess strong management skills, creativity, attention to detail, excellent writing and editing abilities, and a solid knowledge of environmental justice issues. The CPhO will bring the ability to build and maintain donor relationships and develop compelling narratives while also diversifying and increasing funding streams.

Qualifications

With the understanding that no one person will offer every desired skill and characteristic outlined below, compelling candidates will offer much of the following:

- 10+ years of nonprofit fundraising; experience in a leadership role at clean energy or environment focused organizations preferred
- 5 years of management experience and a collaborative and inclusive approach to team development.
- Proficiency in effectively collaborating with an Executive Director/CEO, senior leadership members, and staff across the organization to develop and implement fundraising strategies and processes.
- A visionary mindset capable of spearheading innovative approaches and engagement strategies, with a talent for adapting to rapidly changing external environments and capitalizing on new opportunities.
- Highly skilled in cultivating, soliciting, and stewarding major and transformational gifts with a proven track record of successful revenue generation; possesses extensive knowledge and expertise in all core areas of fundraising including foundation proposals, digital campaigns, major gifts, individual giving, corporate giving, and events.

- Excellent communication skills, both written and verbal, with the ability to articulate the organization's mission and impact to diverse audiences.
- Ability to incorporate equity and justice into successful fundraising strategies.
- Demonstrated leadership ability, with experience managing and coaching staff while also collaborating with other senior leaders on organization-wide strategies and initiatives.
- Technological savvy, with proficiency in multiple platforms and a background in implementing new software and tools. Salesforce experience preferred.
- Proven ability as a creative and compelling storyteller, adept at blending research and data with powerful narratives to effectively convey organizational impact and objectives.
- Proven track record in creating, monitoring, and reporting on metrics and key performance indicators to assess and track the success of fundraising strategies and implementation.

Salary and Location

This is a remote position within the United States, with a preference for candidates based near a transportation hub. This position will require some national travel. Workplace arrangements are flexible, including options to work from a co-working space or work from home.

The salary range for this position is \$186,300 - \$196,700. At Vote Solar, we work hard to ensure that our compensation is equitable internally and aligned with our compensation philosophy and defined job levels. In order to ensure equitable compensation across roles in the organization, we do not negotiate new hire offers.

Vote Solar provides full-time staff with a competitive package, including 4 weeks of paid vacation, 12 days of sick leave, 4 days of personal leave and 16 paid holidays. Benefits also include 100% employer-provided health, dental and vision care for both the employee and dependents; a retirement savings plan with an employer contribution of 3.5%; and a paid parental and medical leave policy for all regular employees.

Vote Solar's Values

At Vote Solar, staff have co-created the following shared values and work hard to live into them every day:

- Trust - Without Trust, We Can't Succeed
- Authenticity - We Hold True to What and Who We Stand For

- Versatility - We Adapt Our Approach, But Never Our Values
- Compassion - People First, in Every Aspect of Our Work
- Inclusivity - We're Strongest Together

Vote Solar's EEO Statement

Vote Solar is an equal opportunity employer committed to diversity, equity, inclusion and justice in the workplace and in the communities with which we partner. We strongly encourage and seek applications from women, people of color, including multilingual and multicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical conditions. Reasonable accommodations will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the "Become a Candidate" button. Letters may be addressed to Martens Roc.

Applicants applying by September 6th, will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Vote Solar to lead this search. For questions, please contact:

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