



*Advancing Chicanos/Hispanics
& Native Americans in Science*

POSITION ANNOUNCEMENT

DIRECTOR, ORGANIZATIONAL ADVANCEMENT

Search Conducted by



ABOUT SACNAS

The Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) is the largest multicultural and multidisciplinary STEM diversity organization in the country. SACNAS serves 8,200 members, 118 student and professional chapters, and a larger community of over 20,000 through outreach, advocacy, and production of the National Diversity in STEM Conference. More information can be found at: www.sacnas.org

SACNAS has adopted a new strategic plan for 2021-2026 that will serve as the guidepost for the creation and implementation of a comprehensive resource development program to generate the revenue needed to achieve ambitious growth plans outlined in the plan.

Ambitious yet realistic, the plan proposes strategic growth that will position SACNAS as a force for change and allow the organization to better meet the changing needs of members. By December 31st, 2026, SACNAS will have doubled its community, more than doubled its resources and programmatic impact, and built the core capacities and competencies to influence change at a national scale.

SACNAS 2021-2026 STRATEGIC PLAN

MISSION

SACNAS is an inclusive organization dedicated to fostering success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in science.

VISION

Achieve true diversity in STEM.

True diversity means the field (including leadership positions) proportionately reflects the demographics of the population.

Goal 1: GROWTH

Serve the SACNAS community by expanding its networks, chapters, and membership.

Goal 2: IMPACT

Impact STEM career development and representation at all levels through expanded awareness, access, and resources.

Goal 3: INFLUENCE

Strengthen SACNAS's influence in the diversity, equity, and inclusion environment of the STEM enterprise.

the organization's first-ever organizational advancement operation to diversify revenue streams, primarily through a focus on corporate and philanthropic foundation and individual giving, to fuel SACNAS's ambitious vision and ensure sustainability. While this position focuses mostly on resource development, the Director will oversee the build out of an external affairs department over the next three years that fully integrates traditional development, government and other external relations, and communications and marketing as outlined in the new SACNAS 5-year strategic plan.

As a key leadership team member and an active participant in strategic decision-making, the Director will:

- support and partner with the SACNAS Board and volunteers to maximize their participation in philanthropic fundraising,
- provide strategic leadership, training, planning, and oversight for the policy development, budgeting, staffing, operations, implementation, measurement, and accountability for a comprehensive resource development program that advances the SACNAS vision, mission, and strategic plan,
- forge new relationships and strategic partnerships in the private sector to build the organization's credibility and worthiness of advocacy and financial support as a national thought leader in STEM diversity, equity, and inclusion,
- cultivate and attract philanthropic support to increase organizational sustainability and resilience and that complements the organization's substantial earned revenue,
- rigorously engage donors and funders to make deep investments in program development, growth, research, and policy efforts,
- ensure that key target audiences learn, understand, and support the incredible work of the organization,
- understand the corporate, governmental, social, civic, professional, and religious affiliations that influence relationships with SACNAS,
- foster a culture of humility, philanthropy, and impact, and model organizational values through proactive engagement in cross departmental partnerships and service to the team, and that advances fundraising across SACNAS, and
- help SACNAS achieve revenue goals and strategies outlined in the 2021-2026 Strategic Plan.

The Director will be a results-oriented leader whose passion for SACNAS's mission and vision is matched by their strong tactical leadership, outstanding interpersonal skills, strategic decision-making in the face of complex challenges, and a proven track record of nonprofit fundraising and external relations. The Director will be joining a SACNAS team that is driven by these core values:

Inclusion

We encourage, support, and provide space for our team to bring their whole selves to work, intentionally creating space and integrating processes to welcome and celebrate differences and foster a sense of belonging.

Collaboration

We work together and support each other by actively inviting thought partnership and generative dialogue to build, challenge, and strengthen all ideas and actions because we recognize we are better together.

Innovation

We encourage data-driven creativity and experimentation, boldly embracing new ways of thinking that challenge us to push the envelope and grow from our experiences.

Accountability

We recognize our work reflects on our colleagues and community, and therefore put forward our best effort, take responsibility for our successes and challenges, and ask for help early and often.

DESIRED SKILLS AND COMPETENCIES

The Director will possess the experience, skills, and competencies to:

- develop and lead a systematic process for analyzing the strategic resource needs and potential funding sources that serve as the basis for action plans to seek philanthropic support
- set short and long-term fundraising goals and establish appropriate performance measures to monitor and report progress,
- develop and implement a robust fundraising program that includes annual giving, individual major gifts, corporate and foundation gifts, and planned gifts,
- develop and implement detailed plans for the engagement, cultivation, solicitation, acceptance, acknowledgment, recognition, and on-going stewardship of philanthropic gifts and pledges,
- develop a Case for Support that articulates the rationale for supporting SACNAS that matches the interests, values, and motivation of current and prospective donors,

- create structured processes for the identification, recruitment, orientation, training, evaluation, recognition, retention, and succession of volunteers to engage in the fundraising process to increase organizational capacity,
- develop and implement a comprehensive, donor-focused communications plan to inform constituents about the SACNAS mission, vision, values, strategic needs, funding priorities, and gift opportunities and to facilitate informed gift decisions,
- employ donor-focused prospect research methodologies to match SACNAS's fundraising programs and initiatives with the interests, values, and motivations of current and prospective donors,
- build out, manage, and maintain a donor database to ensure all prospect and donor information is recorded in a timely, consistent, and reportable format and that pledges and gifts are accurately documented,
- implement programs, policies, and procedures to accept, acknowledge and recognize philanthropic commitments in ways that are meaningful to donors and appropriate to the mission and values of SACNAS,
- ensure that gifts are effectively managed in accordance with donor intent and provide regular reports on the uses and impact of donations to demonstrate transparency and build trust,
- demonstrate a thorough understanding of the accounting and investment principles for not-for-profit organizations,
- serve as an effective spokesperson for SACNAS through verbal and written communication.

PREFERRED QUALIFICATIONS

- SACNAS believes lived experience is a critical qualification, and therefore is seeking candidates that reflect the lives and experience of our membership and priority populations
- Master's degree and seven (7) years position-related experience, or equivalent
- Minimum of five years of experience within a membership organization
- Executive-level experience leading a comprehensive resource development, communications & marketing program for a national
- Deep familiarity with the STEM ecosystem and enterprise and a commitment to diversity, equity, and inclusion
- Major gift fundraising, grant writing and reporting, and building corporate partnerships
- Experience working with a board of directors and board engagement in fundraising
- CFRE (Certified Fund-Raising Executive) credential or equivalent professional certification

WORK LOCATION AND SALARY

The Director can reside anywhere in the U.S., but preference will be giving to candidates living in Washington, D.C. or the surrounding region. Starting base salary of \$130,000

BENEFITS

SACNAS offers a generous benefit package that equals 37.5% on top of gross salary and includes:

- PTO
- 401K Retirement
- Medical/Dental/Vision
- Chiropractic/Acupuncture
- Telecommuting Stipend
- Professional Development Support

EEO STATEMENT

It is the policy of SACNAS not to discriminate against any individual employee, group of employees or prospective employee for reasons of race, color, religion, creed, gender, gender identity, gender expression, national origin, sex, pregnancy or related medical conditions, age, marital status, ancestry, sexual orientation, physical or mental or sensory disability, genetic information, military status, or any other consideration protected by applicable federal, state, or local laws. SACNAS is committed to providing equal opportunities in all employment-related activities including, but not limited to, recruiting, hiring, advancement, compensation, training, benefits, transfers, and terms of employment. SACNAS promotes equal opportunities for all employees and applicants for employment. Further, SACNAS will fully comply with all applicable equal employment federal, state, and local laws and regulations.

APPLICATION PROCESS

Please provide a resume, a cover letter highlighting qualifications, and three professional references. All materials must be submitted to be considered. Application materials should be sent as **a single PDF document** to the search consultant, Tim Burcham, president of Burcham Solutions Group at: tim@burchamsolutionsgroup.com

The position will remain open until filled.