

# Reading Is Fundamental



## Senior Director of Development

Washington, DC

# RIF's Vision...Until *Every Child* Reads

No child should grow up without knowing how to read. That's why Until Every Child Reads is Reading Is Fundamental's rallying cry and new campaign to inspire and engage communities, companies, literacy advocates, and individuals to join in our efforts to address the literacy crisis in America. Until Every Child Reads speaks to the heart of Reading Is Fundamental's mission, and we know that reading opens doors to opportunities – it enables children to learn, to discover, to grow, to lead, and to foster empathy and understanding of others.

## Equity and Empowerment through the Power of Reading

Throughout its 55-year history, Reading Is Fundamental (RIF) has been a champion of racial justice and equity through literacy. During this time of national unrest, RIF joins with many others to lean in and accelerate our commitment through our **Race, Equity, and Inclusion** initiative to leverage the power of books for positive impact and change.

## Race, Equity, and Inclusion Commitment

### Using the power of books for positive impact and change.

- ❖ Provide diverse books and reading resources to under-served Black and Brown children to provide the fundamental building blocks that empower all children to reach their potential and to see themselves and a reflection of their experiences in the books they read.
- ❖ Offer a breadth and depth of books to children nationwide, ensuring that every child sees a reflection of others, diverse views, and experiences to open up their world and provide an opportunity for books to be platforms for self-awareness, growth, empathy and tolerance.
- ❖ Provide meaningful resources for parents, caregivers, community members, and educators to encourage honest, sensitive discussions about race, justice, and inclusion and harness the power of reading to drive systemic change.

# Join an Amazing Team. Do Amazing Work.

Reading Is Fundamental (RIF) is committed to a literate America by inspiring a passion for reading among all children, providing quality content to make an impact and engaging communities in the solution to give every child the fundamentals for success. As the nation's largest children's literacy non-profit, Reading Is Fundamental maximizes every contribution to ensure all children have the ability to read and succeed.

## What RIF Does and Why

There is a significant and cyclical literacy crisis facing America today and it begins with our children. Twenty-five million children in the U.S. cannot read proficiently. RIF believes that together they can make a real difference and set our children on a path of growth and opportunity.

### Of all children in the U.S. ...



of children entering kindergarten lack the basic skills needed to learn how to read



of 4th graders read below grade level, contributing to 8,000 students dropping out of high school every day



of students graduate high school at or above reading proficiency

RIF believes every child deserves an opportunity to own books, learn how to read, and obtain the fundamental building blocks to achieve their highest potential. Literacy opens doors and enables every child the chance to live their own journey.

### RIF does this by:

- ❖ Serving as the leader in generating awareness and a sense of urgency for the issue of children's literacy.
- ❖ Supporting the implementation of these programs in sites across our country in partnership with leading community organizations.
- ❖ Creating high-quality content and programs that address key literacy issues.
- ❖ Engaging with individual volunteers, sites, community groups, and organizations that share their passion to ensure that impact is felt at the local level.



## The Opportunity

The Senior Director of Development reports directly to the Senior Vice President of Development and is responsible for the stewardship and growth of RIF's restricted funding portfolio. This includes all business development activities in pursuit of grants for long-term growth through large foundations and state, local, and federal government grants.

The Senior Director of Development will work collaboratively with the Vice President of Marketing & Partnerships on all government relations activities and directly oversee a talented team of two corporate development professionals. This role will compliment a counterpart overseeing all unrestricted giving.

### **Key responsibilities include, but may not be limited to:**

- ❖ Secure multi-year six- and seven-figure grants to support RIF's mission in communities nationwide.
- ❖ Develop, steward, and grow key relationships with foundation staff and grant program officers and manage the grant application process from start to finish.
- ❖ Serve as the lead external voice and advocate for RIF's organizational storytelling through all restricted funding priorities.
- ❖ Research and analyze both internal and external sources of data (on education trends, achievement gap, employment and labor data, demographics, workforce development/training, etc.), effectively incorporating this information into written deliverables; researching, analyzing, and synthesizing diverse internal and external data sources to build a compelling case for support.
- ❖ Collaborate with RIF Program staff and Marketing & Partnerships team to develop and accurately portray program design, measurement, and outcomes.
- ❖ Build and maintain a robust tracking system of national and regional grant opportunities; keep updated on industry trends that may be relevant to RIF's work and mission.
- ❖ Contribute to accurate and up-to-date development record keeping in Salesforce and other development systems, particularly tracking of funder deliverables.
- ❖ Provide oversight and management of existing, robust funder partnership portfolio, leading a team of highly-skilled account managers responsible for both small family foundation and traditional corporate grants, employee volunteer engagements, and cause marketing.

# until every child reads



## The Candidate

The ideal candidate's specific qualifications include:

### Education, Skills, and Experience

- ❖ At least 10 years of business development and grant writing experience, including some knowledge related to program design and outcomes.
  - ❖ Bachelor's degree required.
  - ❖ Comfort with achieving/exceeding seven-figure annual new revenue goals.
  - ❖ Robust experience successfully securing funding from both government and major foundations.
  - ❖ Knowledge in or keen ability to learn project management, with experience using Salesforce preferred.
  - ❖ Experience and contacts in the education foundation and government spaces preferred.
  - ❖ Superior organizational skills, with keen attention to detail.
  - ❖ Exceptional written and spoken communication skills.
- ❖ Possess a driven attitude and a strong work ethic.
  - ❖ Ability to work collaboratively in a fast-paced environment.
  - ❖ **Location:** Washington, DC - Hybrid (2 days remote)
  - ❖ **Salary:** \$130K - \$140K



# Reading Is Fundamental

Applications should be submitted at  
<https://driwaterstonehc.com/position/rif-dod>

All first-round interviews for this position will take place via video conference with DRiWaterstone.

DRiWaterstone is an executive search firm that recruits senior leaders for non-profit and social enterprise organizations.

Reading is Fundamental provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

To protect the health and well-being of their colleagues and maintain the safety of the communities where they operate, RIF follows CDC, federal, and local guidance to help minimize the spread of COVID-19. RIF requires all employees to be vaccinated, and all newly hired employees must be fully vaccinated before their start date. Proof of vaccination is required and will be kept confidential.