

Position: Director of Development & Communications

Type: Full-Time, Exempt

Reports to: Executive Director or Senior Director of Finance & Operations

Our Mission Statement

The Blue Bench is a community of survivors, allies, and advocates working to prevent sexual violence and build a safe and supportive metro Denver. We work collaboratively to provide accessible, survivor-centered support services and empowering education.

Our Vision

Our hope is to one day live in a world where sexual assault no longer exists and where there are no more victims, friends, and families suffering in its wake. This is what inspires our efforts. Until that day comes, our work is not complete.

Inspired by the courage of one another—as survivors, activists, advocates, and community leaders—The Blue Bench has helped hundreds of thousands of survivors.

Job Purpose

This senior leadership role is responsible for leading and evolving fundraising, communications, events, donor relations, and community engagement, with a departmental goal of raising **\$1 million annually**. The Director will manage a budget, oversee the Community Engagement Manager and Communications Coordinator, and collaborate closely with the broader team—especially as The Blue Bench expands fee-based training and public education offerings.

Key Responsibilities**1. Strategic Planning & Team Leadership**

- Develop and implement an integrated multi-channel fundraising and communications plan that supports the \$1M annual goal.
- Allocate effort across areas—suggested breakdown: **40% fundraising (major gifts, grants), 30% communications, 20% events/community engagement, 10% budget & reporting.**

- Manage and mentor the **Community Engagement Manager** and **Communications Coordinator**.
- Oversee the department's annual budget, using Monday.com for project tracking and financial alignment with organizational priorities.

2. Fundraising & Donor Relations

- Achieve \$1M annual fundraising goal through individual, corporate, foundation, and event support.
- Maintain and grow a major donor portfolio (\$5K+ donors) using Bloomerang's CRM to track "moves" and stewardship.
- Lead grant strategy in partnership with the grants team.
- Support board and ED engagement in solicitations—establish agreed-upon responsibilities.

3. Communications Strategy

- Oversee communication strategy across channels—email, social media, newsletters—using Hootsuite and Monday.com.
- Ensure consistent brand voice and impactful storytelling aligned with fundraising efforts.
- Track performance metrics (open/engagement rates, campaign ROI) to guide continuous improvement.

4. Events & Community Engagement

- Plan, execute, and raise sponsorship for fundraising and training events.
- Collaborate closely with the community engagement team to develop fee-for-service training and public education programs—evaluating outreach, pricing, and revenue.
- Build strategic partnerships and volunteer programming to support both engagement and fundraising goals.

5. Metrics, Reporting & Budget Oversight

- Use Bloomerang to monitor fundraising KPIs—revenue to date, donor retention, gift counts, ROI.
- Generate monthly dashboards via Monday.com to update leadership and board on progress.
- Adjust strategy in alignment with quarterly results and organizational priorities.

Support Structure

- Leverage external contractors for areas like graphic design, social media, or event logistics, to balance workload and prevent burnout.
- Anticipate regular collaboration with finance, programs, and operations teams.

Knowledge, Skills & Abilities

- At least 5 years in nonprofit fundraising and communications; 2+ years in a leadership or supervisory position.
- Proven success raising \$500K–\$1M annually, especially via major donors and diversified income streams.
- Proficiency in **Bloomerang**, **Monday.com**, and **Hootsuite**; ability to analyze data and adjust strategies.
- Strong organizational, interpersonal, and written communication skills.
- Emotional intelligence, adaptability, and a collaborative leadership style.

Minimum Qualifications

- Bachelor's degree (or equivalent experience).
- Demonstrated success managing teams, budgets, CRM tools, and cross-functional collaboration.
- Board experience or equivalent stakeholder management.
- Availability for occasional evenings/weekends to support events.

Compensation

- Salary: **\$85,000 – \$90,000/year**, negotiable based on experience.
- Additional compensation for bilingual candidates.

Benefits

- \$300/month employer medical contribution
 - Paid dental, life, and long-term disability insurance
 - Generous paid vacation, sick/wellness, holidays, and flexible hybrid schedule
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Equal Opportunity Employer

The Blue Bench is an EO employer and encourages applicants from people with disabilities, people of color, Indigenous individuals, and LGBTQ+ candidates.

Application Process

Send cover letter, resume, and three professional references to jobs@thebluebench.org, with subject line **“Director of Development & Communications”**.