



STRENGTHENING THE VOICES OF CASA STATEWIDE

TEXAS CASA SEEKS CHIEF SOCIAL IMPACT OFFICER (Fund Development)

Location: Austin, Texas
Reports to: CHIEF EXECUTIVE OFFICER
Effective: 4/15/2022

Texas CASA (Court Appointed Special Advocates) is part of a national volunteer movement that began in 1977 in Seattle when a juvenile court judge conceived the idea of citizen volunteers speaking up for the best interests of children who are in foster care due to allegations of abuse or neglect. Today, the CASA movement has evolved into one of the largest volunteer organizations in the country. CASA volunteers are appointed by judges to watch over and advocate for these children in court, school and other settings; with the goal of reuniting children with their families whenever safe and possible. Volunteers stay with each case until it is closed with the goal of ensuring these children are kept safe and have the opportunity to thrive and grow.

In Texas, there are 72 local CASA volunteer advocacy programs with nearly 11,000 volunteers serving nearly 30,000 children in 219 counties across the state. Texas CASA is the statewide organization that provides funding, resources, training and support to these local programs to ensure they can operate effectively and seek out the best possible volunteers who will advocate passionately for the children they serve.

Texas CASA is an inclusive, welcoming and affirming organization that values, celebrates and actively seeks out diverse candidates. We are an equal opportunity employer and do not discriminate against any individual, employee or applicant on the basis of race, national origin, color, creed, sex, age, pregnancy, sexual orientation, gender identity, gender expression, disability, or veteran or citizenship status. People of all identities are encouraged to apply.

POSITION SUMMARY:

The Chief Social Impact Officer plans, manages, and implements all aspects of Texas CASA's fundraising campaigns and activities. Activities include donor identification, cultivation, solicitation, stewardship and retention. The position is also responsible for limited training and technical assistance to local CASA programs on development-related activities. This position supervises the Community Engagement Specialist.

ESSENTIAL DUTIES & RESPONSIBILITIES:

Fundraising for Texas CASA:

- Plans, implements, and directs the organization's annual fund development plan in conjunction with the Board of Directors and CEO.



- Directs and oversees fundraising events, including the solicitation of sponsors and collaboration with local programs.
- Oversees and handles grant writing for Texas CASA operations and projects, including creating a grants calendar and writing or supervising grant applications.
- Plans and oversees the annual campaign and other solicitations.
- Oversees fundraising for Texas CASA's annual statewide conference.
- Directs the cultivation, stewardship, gift processing and reporting functions. Ensures that all donors receive appropriate, timely acknowledgements of their gifts.
- Plans and prepares the annual Social Impact Department budget integrating departmental, organizational and strategic goals; monitors expenditures based on budget; provides variance analysis explanations for actual vs. budget as needed for board and other reports.
- Assists with the development and implementation of the Texas CASA strategic plan.
- Acts as liaison to, and prepares Social Impact Committee reports for, Texas CASA board meetings.
- Performs quarterly performance evaluations for all positions supervised (when applicable).

Service to the CASA Network:

- Provides limited training and technical assistance to local CASA staff on fund development and diversification.
- Develops fundraising information to be used on Texas CASA's secure website.
- Identifies and facilitates shared fundraising opportunities for Texas CASA and local CASA programs.
- Assists local programs in evaluating the effectiveness of their local fund development strategies.

Other Duties as Assigned

QUALIFICATIONS:

- Proficient skills in Microsoft Office (Outlook, Word, Excel, PowerPoint).
- Bachelor's degree in communications, social services, nonprofit management or related field.
- Knowledge of fundraising rules and regulations.
- Minimum 5 years of experience in a leadership development position.
- Experience with Salesforce or other donor software.
- Experience supervising development staff.
- Must pass background check.
- Valid driver's license and satisfactory driving record.
- Regular access to vehicle due to offsite meetings and activities.
- Knowledge and experience successfully fundraising for the CASA community preferred.
- CFRE preferred.



KNOWLEDGE, SKILLS & ABILITIES:

- The ability to work with and motivate a broad spectrum of people including staff and donors.
- A high level of self-motivation; ability to meet deadlines, set and achieve fundraising goals strategically and creatively.
- A high level of professionalism representing Texas CASA in external relations.
- Excellent written and verbal communication skills that enable the composition and delivery of written and verbal presentations to donors.
- Experience with prospect and donor development, records management and database management.
- A focused and disciplined work ethic and comfortability with working in a team-oriented environment.
- Experience in training and providing resources.
- Commitment to diversity, equity and inclusion; as well as willingness and openness to learning, growing and having discussions around this arena.

PHYSICAL REQUIREMENTS & WORK ENVIRONMENT:

Hybrid (partially remote and in person) working environment. The Chief Social Impact Officer will be expected to have daily transportation to attend offsite meetings and various events. Occasional out-of-town overnight travel. The Chief Social Impact Officer will spend some time in the office that could involve intermittent physical activities including bending, reaching, sitting and walking during working hours. Additionally, it is anticipated that the person may spend several hours of each day seated at a PC. Reasonable accommodations may be made to enable a person with physical disabilities to perform the job.

FLSA STATUS: Exempt

COMPENSATION: Dependent on experience, starting at \$86,000

BENEFITS:

Hybrid (partially remote and in person) working environment.

In addition, the person will be eligible to participate in Texas CASA standard employee benefit programs, the first of the month after 30 days following the date of hire, which include:

- Medical, Dental, Vision
- Group Life and Accidental Death and Dismemberment Insurance
- Short- and Long-Term Disability
- Vacation, Personal Days, Paid Sick Time
- 403(b) Retirement Plan



HOW TO APPLY:

Please email a cover letter, resume and three references to jobs@texascasa.org. The subject line of the email should be "Texas CASA Chief Social Impact Officer (Fund Development) Application."

Please email requested documents with attachments in PDF format only. We do not accept phone inquiries regarding the position.

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