

SAN FRANCISCO PRIDE®

POSITION: DIRECTOR OF PARTNERSHIPS AND GIVING

ORGANIZATION: SF Pride Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

LOCATION: San Francisco, CA

ABOUT THE ORGANIZATION:

The San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc. is a nonprofit membership-based organization founded to produce the San Francisco Pride Parade and two-day Celebration. SF Pride is dedicated to education, commemoration of LGBT heritage, and to the celebration of LGBT culture and liberation.

OVERVIEW:

The Director of Partnerships and Giving is responsible for setting the strategic direction of corporate partnerships and fund development; and will report to the Executive Director as a key member of the leadership team. This role, a new addition to the Pride team, is critical to the future success of SF Pride, and will help strategize the organization's overall vision, growth, and operations.

They will ultimately drive the organization's strategy and execution of a more diverse set of revenue streams, which will include corporate partnerships, individual giving, ticket sales, fundraising events, and more. In recent years, about 50% of the overall revenue of SF Pride has been reliant on sponsorship dollars. SF Pride is looking to adapt our revenue development strategies, from an emphasis on event-driven sponsorships to a more year-round partnership model with our sponsors, who will be investing in the organization's long-term sustainability.

As such, the Director of Partnerships and Giving will be tasked with prospecting, cultivating, and establishing new relationships with decision-makers and thought leaders in the corporate field. This role will focus on the development of strategic partnerships that reflect the values of the organization.

They will reinvigorate individual giving, and lead by example in the strategic, thoughtful engagement of donors and donor prospects with intelligence and enthusiasm. They will be instrumental in telling the story of SF Pride and the impact that the organization is able to make with the support of an entire community.

While SF Pride is known for producing a fabulous outdoor celebration, the future for our events is yet to be written. We will need to remain open to innovation, build on past success, and stay true to our mission. Team members will need to understand our organization, have a connection to our communities, and a passion for our shared values.

SF Pride is seeking an individual for this position with a combination of experience in the worlds of nonprofit, event production, marketing/sales, and/or fund development, and whose personal and/or professional interests match the goals of the organization.

RESPONSIBILITIES:

Report to the Executive Director (ED).

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Implement and manage corporate partnerships for San Francisco Pride, including prospecting, renewing, and managing the fulfillment of sponsorship agreements. Manage and organize customer relationship database.

Work closely with key partners to optimize their reciprocal alliance with SF Pride by agreeing on internal metrics and annual plans, maximizing relationships with LGBTQ+ Employee Resource Groups, and reporting on the results of those partnerships.

Plan and execute opportunities to bring together targeted corporate partners with community leaders to cultivate their engagement with and support for SF Pride's strategic priorities.

Work with all internal stakeholders, including Pride staff, Board of Directors, committees, and legal to maximize efficiency and ensure a smooth implementation of partnerships. Competent supervision of teammates will be necessary.

Oversee revenue and expense budgets for the Partnerships team, including creation, monitoring and analysis. Work alongside ED and Board Treasurer to regularly review revenue goals.

Conceptualize and execute a donor-engagement plan for SF Pride. Thoughtfully coordinate activities of annual and individual giving, and work to develop a long-term relationship-oriented giving program.

Partner with chairperson of Development Committee on strategic fundraising and community-building efforts, then guide the committee and other volunteers to reach organizational short- and long-term goals.

The Director of Partnerships and Giving should expect to make public appearances and present the vision and work done by SF Pride. Grow a respectful and productive relationship with community, civic, and business leaders and organizations, encouraging engagement and inspiring passion for the mission and impact of San Francisco Pride.

Contribute to management with regards to organizational culture, strategy, and leadership. Demonstrate a commitment to emphasizing underrepresented voices of the LGBTQ+ communities.

Maintain a thorough working knowledge of the organization, identify best practices, and offer improvements to internal systems with an eye toward future needs and budget realities.

Support the production team in event production, with an emphasis on partnership fulfillment. Supervise the fulfillment team to provide the highest levels of customer service to all partners.

Other duties and responsibilities as assigned by the ED.

REQUIREMENTS:

Bachelor's degree preferred.

3-plus years management-level experience in one or more of the following areas: nonprofit, foundation, government agency, corporate responsibility, and/or event sales & marketing, or a demonstrated record that matches this experience.

A track record of program management, development, and implementation.

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Exceptional relationship and interpersonal skills. A listener who demonstrates patience, tact and authenticity.

Experience managing and growing widely diverse teams, and an ability to work effectively with a range of individuals from volunteer leadership to senior staff, involving them as appropriate.

Demonstrated ability to manage complex relationships and build strong rapport and trust with partners and teammates from diverse backgrounds. A track record of exceptional customer service and strong problem-solving.

An effective storyteller who consistently and clearly communicates both verbally and in writing in a compelling manner.

Comfortable juggling multiple stakeholders' requests, team management, and driving deliverables simultaneously and often on an accelerated timeline.

Proven ability to work with efficiency, flexibility, and good humor. Must maintain a high level of confidentiality, tact, and independence. Sound judgment; ability to represent San Francisco Pride externally with poise and grace.

Commitment to the mission and programming of San Francisco Pride, and experience working with LGBTQ+ communities, individuals, and other culturally diverse populations. Particular preference for those familiar with Bay Area LGBTQ+ organizations and communities.

Medium- to large-scale event production and management experience is extremely valuable.

Demonstrated analytical and critical thinking skills. Ability to use good judgement, take initiative, and make recommendations in resolving problems and offering guidance to the team. Excellent business and organizational skills, as well as diplomatic and people skills.

Wages and Benefits

This position is based at SF Pride's offices in the Upper Mission/SOMA neighborhood of San Francisco. The salary is competitive (\$90k-105k) commensurate with experience. Medical, dental, vision, and vacation benefits are included.

To apply please send resume and cover letter to employment@sfpride.org with the subject line "Partnerships and Giving." Position open until filled, target start date is early November 2020. No calls please. Thank you for your interest.

SF Pride is an equal opportunity employer and does not discriminate against any employee or applicant on the basis of race, creed, color, gender identity and/or expression, sexual orientation, basis of disability, marital status, veteran status, national origin, or age. We welcome people of all backgrounds from around the world to our annual events, and we are building a team that reflects the amazing communities we serve.