



## Director of Development

### Educational First Steps

Educational First Steps (“EFS”) transforms existing child care centers in underprivileged neighborhoods into nationally accredited preschools at no cost to the centers or parents by offering professional mentoring, educational tools, and enrollment services. We currently work closely with 900 teachers and center directors serving over 6,500 children in six North Texas counties. This prepares at-risk children for success in school and life.

Our high-leverage work is attractive to institutional and individual philanthropists focused on impact. James Heckman, Nobel Laureate in Economics, has estimated that investments in high quality early childhood programs for disadvantaged children ages 0-5 have a return of 7x or more, from the contributions the children will make to society and the economy, and the reduced demand on public institutions such as hospitals and prisons.

EFS is poised for significant growth in impact. Externally, the U.S. and Texas communities have an increasingly sophisticated appreciation for the impact of high-quality early childhood education, and understanding is increasing in closely related subjects such as brain development and trauma-informed care. Internally, we have built strong capabilities and a sound logic model through 28 years of hard-earned experience. The external environment and our preparation are converging to give us exciting opportunities to scale our impact.

Our annual budget is approximately \$4 million, which is funded by leading Texas foundations and loyal individual and corporate donors. We recently received a matching grant of \$1 million that is bringing an increase in our revenue that will support our strategic opportunities.

### Position and Responsibilities

We seek a Development Director who will

- Lead our fundraising in North Texas
- Manage a dedicated portfolio of individual, foundation, and corporate donors
- Help ensure that EFS is known as a thought leader in early childhood education
- Contribute strategic thinking and operational judgment as a senior manager

Candidates must have:

- A profound personal concern for the lives of people in poverty and for our work
- A strong record of accomplishment as a nonprofit development professional, or in other roles that demonstrate the relevant skills and deep understanding of the social sector

- Ability to listen well, learn continuously, and think creatively
- Experience managing a team to elicit the most from their strengths, to execute complex routines and projects, and to inspire colleagues
- Excellent communication skills, verbally and in writing, and an understanding of digital tools
- Ability to connect with institutional and individual donors' values, to "make the ask," and to build strategic long-term relationships
- Fit with EFS's culture of working hard and having fun together

Highly desirable capabilities include:

- Comprehensive knowledge of Dallas, Fort Worth, and surrounding cities, and their major philanthropic investors
- Knowledge of the full range of nonprofit solicitation techniques and marketing methods
- Experience with national funders
- Understanding of issues of early childhood, education, and poverty

The Development Director will

- Report to the Executive Director
- Lead a team that currently includes four fulltime development professionals who have expertise in foundation grants, fundraising from individuals and corporations, events, data management, and communications.
- Work closely with the managers of EFS's entire staff of 42 at offices in Dallas and Fort Worth
- Work closely with our strongly engaged board
- Participate in EFS's collaborative activities with more than 105 child care centers and scores of other North Texas agencies

## **Contact**

Please direct inquiries and recommendations to Van Sheets, Executive Director ([vsheets@educationalfirststeps.org](mailto:vsheets@educationalfirststeps.org); office phone, 214.824.7940).