

# JOB ANNOUNCEMENT



2916 NE Alberta Street, Portland OR | [info@dreamoregon.org](mailto:info@dreamoregon.org) | [www.dreamoregon.org](http://www.dreamoregon.org)

## Overview of Organization and the Dreamer School

"I Have a Dream" Oregon is seeking applicants for the full-time position of Director of Advancement. This is an opportunity to join a mission-driven team unified around educational equity and a vision to break the cycle of poverty and change the game at a systemic level for children and families in poverty-impacted communities. To achieve this vision, we've established a first-in-the-world Dreamer School model for collaboration between public schools and their communities, a model that is being adopted in other American cities and in Auckland, New Zealand.

Beginning in 1990, "I Have a Dream" (IHD) partnered with schools in poverty-impacted areas to adopt their 3rd grade class to be a Dreamer Class. IHD has adopted 10 such classes; five are still active—one in their senior year of high school and the remainder in college. "Dreamers" receive three core services: mentoring, academic and social services, and exposure to a "culture of college and career" through post-secondary education.

Building on this success, in 2010 IHD moved to a "Dreamer School" model, expanding our reach to annually serve over 900 Dreamer students and their families in the Reynolds School District through a highly collaborative shared-cost model with more than 60 nonprofit and higher education partners. 84% of these students are children of color and many are bi-lingual, with over 20 languages represented.

In addition to continuing the three core services cited above, the Dreamer School model includes expanded emphasis on early childhood education, college completion and career transition, and unprecedented community collaboration. The Dreamer School model follows students who begin their pre-K-12 journey at Alder Elementary – one of Oregon's most poverty-impacted schools – through middle school, Reynolds High School and eventually, post-secondary education/certification and family-wage careers. For more information, please visit [www.dreamoregon.org](http://www.dreamoregon.org).

## Goals and Beliefs

Our ultimate Dreamer School goal is to help students and families break the cycle of intergenerational poverty, including 100% of Dreamer students completing high school and at least 80% completing a post-secondary degree or certificate. We also spur systemic change in poverty-impacted communities by creating innovative, systemic approaches to remove barriers and create opportunities for educational success and by leveraging our Dreamer School model as a demonstration project from which others can learn. Achieving all these goals will mean a better life for students and their families and will mean a more educated workforce and citizenry for Oregon's future.

We believe that all children start out curious, creative and full of potential. We believe that families wake up every day and do their very best to support their children. We believe that the system in which we all live is neither fair nor equitable and that cultural and institutional racism are profound barriers to success that must be addressed with vigor.

## Equity Commitment:

**We believe that cultural, institutional, and individual racism creates disparities and barriers that are neither fair nor equitable; hurting everyone.**

We are committed to advancing racial equity as the foundational element of all aspects of our work, and with all of our stakeholders. In addition to racism, we recognize that all other forms of bias must also be addressed in order to create a more just and equitable society.

We remain steadfast in our commitment to highly strategic, comprehensive partnerships to help close the racialized achievement gap in our schools and colleges. We strive to create a truly equitable organization: *one where students, their family and community are welcomed and supported, where their faces, voices, and experiences are reflected and valued.*

We must listen and respond with great care and intentionality to the students, families, and communities with whom we partner. We commit to being active learners who consistently analyze and adjust our policies and practices to advance equity. We recognize that even in the face of never-complete knowledge and understanding, **we must act.**

#### Director of Advancement Responsibilities

"I Have a Dream" Oregon (IHD) seeks an energetic, passionate, and talented Director of Advancement to lead our fundraising and marketing enterprise. This position is critical to accomplishing IHD'S strategic goal of increasing unrestricted funding while continuing to grow our efforts to diversify our donor base, fulfilling both annual and long-term income goals.

The Director of Advancement is responsible for the management of fundraising and marketing efforts, including supervision of three staff members. This position reports to the President/CEO and will also play a key role in the overall leadership of the organization. Responsibilities include, but are not limited to:

- Work with President/CEO, leadership team and board to develop comprehensive multi-year advancement plan;
- Oversee and lead comprehensive fundraising strategy, including identification and cultivation of prospective donors, and solicitation, stewardship of donors and event management;
- Lead a dynamic Advancement Team including three other staff members. Supervision includes but is not limited to: hiring, setting and overseeing goals and performance, developing personal growth opportunities, assigning and monitoring work, gathering resources needed and providing ongoing feedback about employee's performance, as necessary.
- Oversee and lead comprehensive marketing and communications strategy including all online and print messaging and design, website and social media, and public/press relations;
- Facilitate and monitor Advancement budgets.
- Direct the President/CEO's major gift fundraising work, including new partnerships, existing relationships, solicitations and stewardship;
- Grow corporate and individual giving relationships, make annual solicitations, and run annual giving campaigns;
- Oversee department activities including all fundraising, grant writing, and donor database management and maintenance;
- Manage all fundraising events and marketing and communications
- Represent IHD in the community, effectively communicating organizational mission, policy, practices, and values to wide range of constituencies and to the community at large;
- Other duties as assigned.

#### Required Qualifications/Characteristics:

- A demonstrable commitment to and willingness to engage in ongoing equity, diversity and inclusion work;
- Bachelor's degree from an accredited higher education institution;
- Strategic and innovative thinker;
- Demonstrated understanding and experience in marketing, including online, print, events and public/press relations;
- Solid understanding and experience in fundraising, including individual major gifts, legacy gifts, foundation grants, and corporate giving;
- Proven persuasive communication skills; strong editing and research abilities; excellent written and verbal communication skills;

- Resourcefulness as a professional with demonstrated initiative, discipline, and ability to perform under pressure and meet deadlines;
- Successful experience leading a team, with effective management skills and talent development;
- Goal-oriented mindset and approach – requires a leader who takes personal responsibility for achieving ambitious outcomes and an organized self-starter who will be proactive and creative in solving problems and realizing opportunities in an entrepreneurial and fast-paced environment;
- Passionate advocate for the mission and goals of IHD;
- Thrive working in a fast-paced, entrepreneurial environment and able to work on multiple projects and deadlines simultaneously;
- Commitment to teamwork, positive attitude, strong work ethic, flexible and self-directed;
- Ability to build on “I Have a Dream” strengths and help lead changes in structures, methods, and relationships required to achieve goals;
- Bilingual in Spanish is preferred but not required.

#### Salary and Benefits:

- Compensation commensurate with experience
- 100% employee premium paid for medical/dental/vision insurance
- Employer-paid life, long- and short-term disability insurance
- Flexible Spending Benefit Plan and Employee Assistance Program
- 15 days of accrued vacation, 12 days of sick and 10 holidays
- Simple IRA retirement plan with employer matching program

#### To Apply:

Please send a cover letter and resume to Sharon Mayo at: [SharonM@dreamoregon.org](mailto:SharonM@dreamoregon.org).

Review of applications will begin April 3, 2017. Position will remain open until filled.

*An Equal Opportunity Employer*