

Associate Director, Development

(Remote, Full-Time/USA)

The Organization

[MiracleFeet](#) is leading the way to address one of the largest causes of physical disability in the world. Along with discrimination, children living with disabilities often face neglect, poverty, and abuse. We are building a global movement to ensure every child born with clubfoot has access to life-changing treatment.

Clubfoot knows no boundaries—more than 5 million children live with the pain and stigma of untreated clubfoot globally. The passionate team at MiracleFeet brings high-quality, low-cost solutions to communities in 30+ countries where the need is most urgent. We partner with local health systems to deliver the simple treatment that results in full correction of clubfoot.



MiracleFeet brace is fitted to a child in Rabbat, Morocco

Treatment of clubfoot achieves much more than improved mobility; it creates a bridge to vital healthcare access and a lifetime of dignity and economic productivity for children and their families.

Our proven, scalable model is supported by a suite of custom measurement and evaluation tools developed with our partners. To date, MiracleFeet has delivered quality clubfoot treatment to more than 87,000 children in 353 clinics in 34 countries across Africa, Latin America and Asia. We invite you to learn more about our unique model and our impact [here](#).

The Opportunity

Ending untreated clubfoot is one of very few global health problems that *can* be solved in our lifetimes. With an average treatment cost of just \$500 per child, MiracleFeet's programs offer donors a compelling return on their philanthropic investment. To meet the needs of more children globally, MiracleFeet plans to raise \$42M in gifts and future pledges over the next 3 years, with the goal to grow its annual operating budget from \$12M to \$16M per year by 2026.

To support this goal, we seek a collaborative, creative, self-starter to serve as **Associate Director, Development who will serve a role on the Extended Leadership Team**. This is an extraordinary opportunity for a leader who is passionate about changing the lives of generations of children, and excited to help shape a fast growing, impact-driven organization. Reporting to the Chief Development & Communications Officer (CDCO) with the option to work from anywhere in the USA, the Associate Director will be working with donors and prospects across corporate and foundation relations and major gifts.

Partnering with the Chief Development & Communications Officer and across the organization, the Associate Director works with integrity and purpose to create new ways to engage current and prospective donors to successfully expand support. Our strategy includes significant growth in funding from all donor segments, with a focus on high-net-worth individuals and major institutional donors, including corporations, foundations, and government entities. Accordingly, our ideal candidate will have experience in all aspects of large gift fundraising; we are also open to candidates with a strong background in corporate

and foundation giving who are eager to gain experience and apply what they have learned to major gifts work.

Key Responsibilities

Donor Solicitation and Management – 90%

- Build and manage a portfolio of foundation, corporate and select individual donors, developing bespoke partnership strategies with the goal of building high-value relationships with donors and key donor networks
- Prepare and present engaging information about MiracleFeet for donor prospects, including introductory emails and letters of inquiry, with the goal of making at least five introductions every month
- Write clear and compelling content for proposals, grant applications, concept notes, and reports and design/format materials to match the MiracleFeet brand and style
- Coordinate with internal teams (e.g., Programs, Finance, Communications, etc.) to ensure grant deliverables to various stakeholders, including preparing documentation to report fund utilization and program outcomes as required
- Support the Chief Development & Communications Officer and leadership team in donor outreach and stewardship activities

Research and Pipeline Development – 10%

- Utilize strong critical-thinking and investigative skills to research and identify new prospective global health funders and institutional donors
- Summarize key research findings to develop prioritized lists of prospects to pursue (based on alignment, grant-making processes, connections, etc.)
- Utilize research to develop creative pitch and partnership development strategies and customized approaches

Qualifications

- Passion for MiracleFeet’s mission, entrepreneurial approach, and vision
- 7+ years nonprofit industry experience in fundraising, communications and/or a related area
- High level of comfort working independently to take ownership of a process and use problem solving skills to resolve issues
- Proven history of creating and implementing strategies for the identification, cultivation, solicitation, and stewardship of donors
- Superlative interpersonal skills combined with self-confidence, gravitas, and the ability to effectively present organizational impact
- High degree of cultural humility as well as demonstrated desire to keep up-to-date on nonprofits trends, international development, global health, and related issues
- Demonstrated ability to write clear, structured, articulate, and persuasive content

- Ability to work effectively while remote with willingness to travel; strategic domestic travel is as-needed with opportunity to travel internationally up to twice annually to see the work in-person
- Experience using constituent relationship management software and database systems

Our Team: Culture and Benefits

Join our movement where we work toward a world where all children born with clubfoot can realize their rights to quality treatment. We are in it to end it! Our world-wide team is made up of global health professionals, social entrepreneurs, project managers, data nerds, innovators, and activists. In all facets of our work, we celebrate creative thinking and problem-solving. MiracleFeet's organizational values are Collaboration, Ambition, Integrity, and Justice. In accordance with our values, we strive to create a collaborative, collegial, and respectful environment to ensure all staff feel valued, included, and appreciated.

We offer a benefits package that includes 90% coverage of medical insurance for the employee, with the option to add family members and dental and vision at employee's expense. Additional benefits include a 401k with 4% match, three weeks paid time off per year, and short-term and long-term disability and life insurance.

The salary range for this role starts at \$90,000 and is dependent on experience. This is a full-time, salaried position and may be based remotely anywhere in the United States.

Encouraging Applicants of All Backgrounds

We encourage people from all backgrounds to apply, especially people of color, people with disabilities, veterans, and members of the LGBTQ+ community. We are an equal opportunity employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status, or other characteristics protected by law. No matter one's background, the new Associate Director, Development must value and advocate for inclusion and equity.

MiracleFeet is committed to safeguarding and promoting the welfare of children and expects all employees to share this commitment.

To Apply

Please submit a thoughtful cover letter and resume to **Susannah Sallin, Search Consultant to Non-Profits**, at sallinsearch@yahoo.com. We will respond to all applicants. Thank you.

