

## **Executive Officer of Development**

### **Camp Quality USA**

**Location:** Hybrid (Remote/Travel)

**Employment Type:** Full-Time, Exempt

**Reports To:** Chief Executive Officer

**Travel Required:** 20% depending on season

**Salary Range:** \$90,000-\$110,000

**Benefits:** Medical coverage, Simple IRA, generous PTO policy

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## **ABOUT CAMP QUALITY USA**

Camp Quality USA is a nonprofit organization dedicated to bringing positivity, fun, and laughter to children facing cancer and their families. Through residential camps, year-round programs, and community events, we create supportive environments where children can experience the joy of childhood while building resilience and lasting friendships.

We believe that diverse perspectives strengthen our mission and enhance our ability to serve families from all backgrounds. Camp Quality USA is committed to fostering an inclusive workplace where every team member can bring their authentic self to work and contribute their unique talents to support children and families facing cancer.

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## **POSITION OVERVIEW**

We are seeking a visionary Executive Officer of Development to serve as our senior executive responsible for leading all fundraising, donor relations, and revenue generation activities. This strategic leadership role offers the opportunity to build lasting relationships while driving sustainable funding for our mission-critical programs that serve children with cancer and their families nationwide.

### **Key Revenue Responsibilities:**

- Develop and execute comprehensive fundraising strategies across all revenue streams
  - Manage a portfolio of 75-100 major donor prospects
  - Secure \$200,000+ in grants annually with 40%+ success rate
  - Generate \$150,000+ through corporate partnerships
  - Achieve 10-15% year-over-year revenue growth
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## **WHAT YOU'LL DO**

### **Strategic Fundraising & Relationship Building**

- Develop comprehensive annual and multi-year fundraising strategies that reflect diverse giving preferences and cultural approaches to philanthropy
- Create and manage diversified revenue portfolios including individual giving, major gifts, corporate partnerships, foundation grants, and planned giving
- Identify, cultivate, solicit, and steward major gift prospects with personalized approaches that respect donors' backgrounds and motivations
- Build authentic relationships with donors, corporate partners, and foundation officers from diverse communities

### **Grant Development & Corporate Partnerships**

- Research and identify funding opportunities from foundations and corporations committed to diversity and health equity



- Write compelling proposals that highlight our commitment to serving all families regardless of background
- Develop corporate partnerships that align with values of inclusion and community support

### **Brand Management & Strategic Marketing**

- Lead the development of targeted marketing campaigns and brand strategies that resonate with different donor segments and cultural communities
- Oversee digital marketing initiatives with accessibility and cultural sensitivity in mind
- Analyze marketing performance and ROI while considering diverse engagement patterns and preferences
- Ensure brand compliance while allowing for authentic community connections across different cultural contexts

### **Team Leadership & Organizational Collaboration**

- Foster an inclusive environment where team members from all backgrounds feel valued and empowered to contribute their best work
- Work closely with Board of Directors to enhance diversity in fundraising networks and approaches
- Collaborate with program teams to ensure fundraising efforts authentically represent our inclusive mission
- Lead by example in building relationships across diverse communities

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## **PERFORMANCE EXCELLENCE METRICS**

We believe in measurable impact and clear expectations:

- **Revenue Growth:** 10-15% year-over-year growth with diversified revenue streams
- **Donor Relations:** 75%+ overall retention, 85%+ major donor retention, 100+ new donors annually
- **Grant Success:** 40%+ success rate, \$200,000+ annually, 100% on-time reporting
- **Partnership Development:** \$150,000+ corporate revenue, 85%+ partner retention, 10+ new relationships
- **Operational Excellence:** 95%+ database accuracy, 25%+ email open rates, 200+ donor meetings annually

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## **WHO YOU ARE**

### **Required Qualifications**

- Bachelor's degree in related field or comparable experience
- 7-10 years of progressive fundraising experience with demonstrated revenue generation success
- 5+ years major gift fundraising with proven track record of securing \$10,000+ gifts
- Experience managing comprehensive development programs across multiple revenue streams
- Demonstrated success in grant writing with foundation and government funding track record
- Background working with nonprofit boards and volunteer leadership from diverse communities

### **Skills & Competencies**

- Exceptional relationship-building skills with people from all backgrounds and communities
- Strong written communication abilities including culturally sensitive donor correspondence
- Proven ability to make compelling presentations to diverse audiences with varying cultural contexts
- Strategic thinking and analytical skills for inclusive development planning
- Proficiency with donor database systems and CRM platforms
- Deep understanding of fundraising ethics, legal requirements, and culturally responsive best practices



### Personal Attributes We Value

- Passionate commitment to Camp Quality USA's mission of supporting children and families
  - High level of integrity and cultural humility in all donor interactions
  - Entrepreneurial mindset with creative, culturally responsive approaches to fundraising
  - Strong emotional intelligence and ability to connect authentically across differences
  - Openness to learning about and respecting different cultures, experiences, and viewpoints
  - Active participation in and support of organization-wide DEI initiatives
  - Flexibility to work evenings, weekends, and travel as required
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### WORK ENVIRONMENT & TRAVEL

This hybrid role combines remote work flexibility with meaningful in-person engagement. You'll work from home/remote settings as well as outdoor camp environments with varying weather conditions. . This position requires working availability Monday-Friday during standard business hours and flexibility to work some nights and weekends. The position requires travel (20%) to attend camps, programs, events, and meetings.

**Physical Requirements:** This active role involves regular physical activity including reaching, standing, walking, and outdoor navigation on uneven ground, along with extended computer work and the ability to lift up to 50 pounds.

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### OUR COMMITMENT TO YOU

Camp Quality USA is an equal opportunity employer committed to creating a diverse and inclusive workplace. We welcome and encourage applications from candidates of all backgrounds, including but not limited to those who identify as Black, Indigenous, People of Color, LGBTQ+, women, people with disabilities, veterans, and individuals from all socioeconomic backgrounds, ages, religions, and geographic regions.

We believe that a diverse team creates stronger programs and better serves the diverse families we support. If you're passionate about our mission and meet most of our qualifications, we encourage you to apply—your unique perspective and experience may be exactly what we need.

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## **APPLICATION QUESTIONS**

In lieu of a cover letter, please respond to these three (3) questions (250-300 words each)

### **1. Inclusive Fundraising & Community Engagement**

Fundraising success increasingly depends on building authentic relationships across diverse communities and understanding different cultural approaches to giving and philanthropy. Describe your experience developing fundraising strategies or donor relationships that successfully engaged people from different racial, ethnic, socioeconomic, or cultural backgrounds. What did you learn about inclusive fundraising practices, and how would you apply these insights to expand Camp Quality USA's donor base while serving families from all communities?

### **2. Strategic Leadership & Revenue Diversification**

This role requires managing multiple revenue streams while achieving ambitious growth targets in a competitive nonprofit landscape. Tell us about a time when you developed and executed a comprehensive fundraising strategy that involved multiple revenue sources (individual giving, grants, corporate partnerships, events). How did you balance competing priorities, measure success across different channels, and adapt your approach when faced with challenges? What specific results did you achieve, and what would you do differently?

### **3. Mission-Driven Relationship Building**

Working with families affected by childhood cancer requires exceptional sensitivity, empathy, and the ability to communicate our impact in meaningful ways to diverse stakeholders. Describe a situation where you had to build trust and secure support from donors or partners while representing an organization serving a vulnerable population. How did you balance the need for fundraising success with authentic mission representation? What was your approach to ensuring donors understood the real impact of their investment, and how did you maintain these relationships over time?

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## **READY TO JOIN OUR TEAM?**

**To Apply:** Please submit your resume and responses to the three application questions above to [karen.rendell@campqualityusa.org](mailto:karen.rendell@campqualityusa.org)

**Application Deadline:** Friday, October 10, 2025

**Questions about this role?** We welcome inquiries about this position, our organization, or our commitment to diversity and inclusion. Please email Karen Rendell at [karen.rendell@campqualityusa.org](mailto:karen.rendell@campqualityusa.org)

### **Preference in hiring will be given to applicants:**

- That reside in a location with easy access to a major airport.
- That are residing in Eastern and Central time zones.
- That can begin employment by November 3, 2025 and begin travel immediately.

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*Camp Quality USA provides equal employment opportunities to all employees and applicants regardless of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a protected veteran in accordance with applicable federal, state and local laws.*

[CLICK TO VIEW THE FULL JOB DESCRIPTION](#)