



Managing Director of Development

Job Description

Start Date: Flexible

[BridgeYear \(www.bridgeyear.org\)](http://www.bridgeyear.org) is helping redefine how young adults access economic opportunity. Founded in Houston, BridgeYear connects recent high school graduates to high-growth, high-demand career pathways through career exploration, workforce readiness experiences, employer partnerships, and connections to postsecondary education and training. We believe talent is everywhere, but opportunity is not. Our work helps ensure young people have access to meaningful careers that lead to economic mobility and long-term success. As BridgeYear enters its second decade, the organization is experiencing significant momentum. We are expanding our impact, deepening partnerships with employers and community organizations, and helping shape conversations around workforce development and equitable career access in Houston and beyond.

BridgeYear has grown philanthropic revenue significantly over the past several years and recently participated in major regional workforce initiatives, including Bloomberg Philanthropies' Gulf Coast TradeUp Careers initiative. This is an exciting moment to join the organization. BridgeYear has built a strong foundation of philanthropic support and is now poised for its next phase of growth. We are seeking a strategic, entrepreneurial fundraising leader who will help build the partnerships, systems, and revenue strategies needed to sustain and scale our impact.

PRIMARY FUNCTION/PURPOSE:

The Managing Director of Development will serve as the organization's senior fundraising leader, responsible for driving philanthropic revenue growth and building the fundraising infrastructure required to support BridgeYear's long-term vision. Reporting to the Chief Growth & Advancement Officer (CGAO) and serving as a key member of the leadership team, this role will oversee fundraising strategy across foundations, government grants, and individual giving while leading a high-performing team responsible for development and communications.

This is an ideal opportunity for a relationship-centered leader who enjoys both strategy and execution. The successful candidate will inherit a strong foundation of institutional support while helping BridgeYear diversify revenue, expand major gifts fundraising, strengthen fundraising systems, and position the organization for sustained growth. The Managing Director will supervise the Senior Development Manager and Senior Communications Manager and work closely with the Executive Director, CGAO, Board of Directors, donors, and community partners.

YOU'D BE GREAT FOR THIS ROLE IF:

- You are both a strategic thinker and a builder. You enjoy translating big organizational goals into clear fundraising and communications strategies, and you are just as comfortable creating the systems, processes, and structures needed to achieve them.
- You are motivated by growing and diversifying revenue streams. You have experience developing multi-channel fundraising strategies across foundations, government funding, and individual donors, and you are excited about building new funding pipelines that strengthen long-term sustainability.
- You are a nuanced communicator and know how to tailor messages based on your audience.
- You thrive in data-informed environments. You enjoy using forecasting, pipeline management, and performance tracking to guide strategy and ensure fundraising and communication efforts are focused and effective.
- You are energized by the opportunity to grow alongside a maturing nonprofit organization. BridgeYear is entering its next phase of growth, and you are excited to help scale fundraising efforts in a way that strengthens long-term impact.

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED TO:

Revenue Strategy & Fundraising Leadership

- Lead BridgeYear's overall philanthropic strategy across foundations, government funding, and individual giving
- Develop annual and multi-year fundraising plans aligned with organizational priorities
- Partner with leadership and the Board to secure resources and expand philanthropic support
- Build and manage a pipeline of foundation, government, and individual funding opportunities

Major Gifts & Institutional Giving

- Expand relationships with local, regional, and national funders
- Design and lead BridgeYear's major gifts strategy
- Guide proposal development, donor cultivation, solicitation, stewardship, and reporting
- Build a sustainable pipeline of public funding opportunities

Development Operations & Communications

- Strengthen fundraising systems, forecasting, reporting, and portfolio management practices
- Oversee donor communications, impact storytelling, and external messaging
- Ensure alignment between fundraising, communications, and organizational priorities

Team Leadership

- Lead and develop the Senior Development Manager and Senior Communications Manager
- Foster a culture of accountability, collaboration, and continuous improvement



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NOTE: This position is not responsible for fundraising from corporate partners, however, they will work closely with the Managing Director of Corporate Engagement, who is responsible for that funding vertical.

QUALIFICATIONS

Must Haves

- 7+ years of progressive experience in nonprofit fundraising, development strategy, or philanthropic partnerships.
- Demonstrated success developing and executing fundraising strategies that achieve \$1.5mm+ in annual revenue goals.
- Track record of securing philanthropic support from foundations, government funders, or major donors.
- Strong relationship management skills with experience cultivating major donors or institutional funders.
- Experience building or improving fundraising systems, forecasting processes, and development infrastructure.
- Excellent written and verbal communication skills, including experience developing grant proposals and donor communications.
- Strong strategic thinking skills and the ability to align fundraising initiatives with organizational priorities.

Nice to Have, but Not Requirements

- Experience working in workforce development, education, or youth-serving organizations.
- Experience working with nonprofit boards in fundraising efforts.
- Experience collaborating with marketing or communications teams to develop external messaging strategy.
- Experience scaling fundraising efforts during periods of organizational growth.

COMPENSATION & BENEFITS

Compensation: \$96,000-\$120,000, depending on prior experience

Benefits:

- Health Insurance for individual and dependents (partially subsidized), Dental, Vision, Life Insurance (100% paid for by employer)
- 401(k) retirement plan with 3.5% employer match
- Mileage reimbursement and personal cell phone use stipend
- Generous time-off policy: 16-18 company-recognized holidays, 20-25 PTO/Sick days a year, Summer Fridays (½ days over summer break), Wellness Mornings (½ day on the first Friday of each month)
- The unique experience of being part of a rapidly growing organization making an impact on students!

HOW TO APPLY

Application: All applications are due by August 10th and will be considered on a rolling basis. To apply, please submit your resume through [this link](#). If you have questions, please contact hr@bridge-year.org.