



MAJOR GIFTS OFFICER

Would you like to join a growing, compassionate team of people who share a vision for a brighter future? El Futuro is the leading provider of behavioral health treatment to Latino families in North Carolina. ***Our mission is to nurture stronger familias to live out their dreams.***

El Futuro is seeking a full-time **Major Gifts Officer** to join the Advancement Team and be a part of El Futuro's exciting Extraordinary Campaign to raise \$10 million for growth and scalability. The Major Gifts Officer is responsible for cultivating and managing relationships with major donors to secure significant philanthropic support for El Futuro. This role develops and implements strategies for donor engagement, solicitation, and stewardship, while collaborating with leadership and campaign teams to advance fundraising priorities. The position also oversees prospect identification and ensures exceptional donor experiences that reflect El Futuro's mission and values.

Competitive salary offered, designed to value experience and skills. El Futuro provides employer paid medical, dental, vision, life, and long-term disability; 403B matching; generous PTO and paid holidays; paid family medical leave; paid parental leave; and stipend and paid time off for professional development.

This is a hybrid position, working a regular schedule of 37.5 hours per week, with occasional work time in the evening, on weekends, primarily in the triangle area. Must be available for Friday morning meetings 9:00-11:00am (mostly virtual).

ESSENTIAL FUNCTIONS

The Major Gifts Officer performs a wide range of functions including, but not limited to the following:

Donor Strategy and Relationship Management:

- Build and manage a portfolio of approximately 125 major gift donors and prospects with the capacity to give \$25,000 or more, ensuring a strong pipeline of support for El Futuro.
- Create and implement tailored cultivation, solicitation, and stewardship plans for each prospect in the portfolio, informed by their interests, giving capacity, and relationship history with El Futuro.
- Schedule and lead donor meetings, site visits, and virtual engagements in partnership with the Executive Director, Director of Philanthropic Engagement, and program leadership.
- Work closely with the Executive Director to maximize time and effectiveness with key donors and prospects. Prepare briefing materials, provide strategy recommendations, and follow-up information.
- Thoughtfully manage blended asks that invite donors to support campaign priorities and the annual fund, aligning requests with donor interests and El Futuro's most pressing needs.
- Engage appropriate donors and prospects in conversations about planned giving, helping to grow El Futuro's pipeline of future legacy gifts that will sustain its mission.

Campaign Strategy and Leadership Engagement:

- Collaborate closely with the Director of Philanthropic Engagement to drive forward major gift strategies tied to El Futuro's Extraordinary Campaign, identifying opportunities to deepen engagement and secure multi-year commitments.

- Participate in regular strategy sessions to coordinate major gift asks, prospect assignments, and portfolio management with other members of the advancement team.
- Support campaign-related materials, donor proposals, and impact reporting, tailoring content and delivery to resonate with major donors and reflect El Futuro's mission and values.
- Provide oversight and coordination for the Campaign Steering Committee, including closely working with the Campaign Chairs, scheduling monthly meetings, supporting volunteer engagement, facilitating meetings, and ensuring follow-through on key assignments and donor strategies.

Prospect Identification and Qualification:

- Proactively identify, research, and qualify new major gift prospects using data analysis, wealth screening, and referrals from Board members, staff, and volunteers.
- Engage prospective donors through thoughtful outreach, discovery calls, and relationship-building opportunities that align with El Futuro's culturally centered approach.
- Maintain a strong working knowledge of El Futuro's programs and campaign priorities in order to connect donors meaningfully with areas of interest.

Stewardship and Recognition:

- Ensure the highest standards of stewardship for all major gift donors, including timely acknowledgments, personalized impact updates, and meaningful recognition.
- Collaborate with advancement staff to coordinate campaign donor recognition plans and ensure consistent, culturally respectful donor experiences across giving levels.

Internal Collaboration and Communication

- Serve as a key liaison between fundraising leadership and program staff to ensure donor engagement reflects the most current organizational priorities and programmatic impact.
- Regularly update the Customer Relations Management (CRM) database with donor interactions, next steps, and key outcomes to support organizational knowledge-sharing and portfolio transparency.
- Contribute to advancement team meetings, planning sessions, and shared goal-setting activities that advance the mission and culture of philanthropy at El Futuro.

EDUCATION and/or EXPERIENCE

- Bachelor's degree in a relevant field, such as Nonprofit Management, Public Administration, or Communications; Master's degree preferred; OR equivalent training and experience.
- Minimum 3–5 years of progressive experience in major gift fundraising or development roles.
- CFRE or equivalent fundraising certification, preferred.
- Proven success in securing five- and six-figure gifts from individual donors.
- Experience managing a portfolio of major gift prospects and implementing moves management.

KNOWLEDGE, SKILLS, ABILITIES

- Exceptional written and verbal skills to convey mission impact through storytelling.
- Ability to foster trust and maintain long-term donor relationships.
- Strong organizational and project management skills.
- Ability to manage multiple tasks and priorities while affording attention to detail and organization.
- Flexibility, creativity, and adaptability to meet the changing needs of El Futuro services and programs.
- Proficiency in Microsoft Office and project management systems.
- Proficiency with donor management systems (e.g. Raiser's Edge) and prospect research tools.
- Preferred: Bilingual in English and Spanish.
- Alignment with El Futuro's mission to nurture stronger *familias* to live out their dreams.
- Alignment with El Futuro's values: Calor Humano, Trust, Resilience, Belonging, and Community.

WORK ENVIRONMENT

- Hybrid role with frequent in-person meetings or events, mainly in Durham and the Triangle area.
- Work schedule includes availability to work occasional evenings and weekends.

To apply, submit your cover letter and resume.

El Futuro is an Equal Opportunity Employer and does not discriminate in its employment decisions on the basis of any protected category. El Futuro is committed to diversity, equity, and inclusion. We believe we are most impactful when people with a wide range of backgrounds, experiences, and identities come together with a common purpose. We encourage candidates from all backgrounds to apply.