MCHP
MOUNTAIN COMMUNITY HEALTH PARTNERSHIP

Director of Development

Mountain Community Health Partnership | Western North Carolina

> At Mountain Community Health Partnership (MCHP), we believe where you live should never determine the quality of healthcare you receive. Every day, our teams provide life-changing medical, behavioral health, dental, pharmacy, and community support services to individuals and families throughout Western North Carolina. Now, we're looking for a visionary and a relationship-driven leader to help expand our impact.

As our Director of Development, you won't simply manage fundraising campaigns. You will build and lead a culture of philanthropy that strengthens access to healthcare for community members. You will inspire donors, engage community leaders, cultivate strategic partnerships, and elevate the visibility of an organization making a tangible difference every day.

If you are energized by meaningful relationships, thrive on strategic thinking, and want your work to have a direct impact on the health and well-being of entire communities, we'd love to talk with you.

Why This Role Matters

This is an exciting opportunity to establish and grow a developing fundraising program at a mission-driven healthcare organization. Reporting directly to the Chief Strategy Officer, the Director of Development serves as a key member of the leadership team and helps shape the future direction of fundraising, donor engagement, community partnerships, and philanthropic growth.

The successful candidate will help secure the resources that allow MCHP to:

- Expand access to quality healthcare in rural communities.
- Strengthen behavioral health and wellness programs.
- Increase support for underserved families.
- Launch new initiatives that improve the lives of patients across our region.
- Build long-term sustainability for a growing nonprofit healthcare organization.

What You'll Do

Lead Fundraising Strategy

You will design, implement, and continuously improve a comprehensive annual development plan that supports both immediate and long-term organizational goals. From annual giving initiatives to major donor cultivation, you'll create innovative strategies that drive measurable results.

Cultivate Meaningful Relationships

Fundraising is ultimately about people. You will build authentic relationships with donors, community leaders, corporate partners, foundations, and supporters who share our commitment to improving healthcare access. You'll manage a portfolio of donors and prospects while creating thoughtful engagement opportunities that deepen connections and inspire generosity.

Build a Thriving Philanthropic Culture

Working closely with executive leadership, board members, and advisory groups, you'll help foster an organizational culture where philanthropy is embraced, understood, and celebrated. You will serve as a trusted ambassador for the organization both internally and throughout the community.

Oversee Signature Events & Donor Experiences

You'll create memorable fundraising events, stewardship programs, donor gatherings, and community engagement initiatives that strengthen relationships and increase support for our mission.

Strengthen Brand & Community Presence

Through compelling storytelling, strategic communications, digital fundraising efforts, and public engagement, you'll elevate awareness of MCHP's work and inspire broader community investment in our mission.

Drive Growth Through Data

You'll oversee donor systems, monitor fundraising performance, establish key performance indicators, track outcomes, and use data-driven insights to guide decision-making and maximize results.

Support Grant & Institutional Funding

Working alongside organizational leadership, you'll help identify funding opportunities, support major gift initiatives, and assist with grant applications, reports, and foundation partnerships.

Education & Experience

You understand that successful fundraising is built on trust, relationships, and authentic storytelling. You are energized by building something meaningful and are excited by the opportunity to grow a development program with significant potential.

The ideal candidate possesses:

- A bachelor's degree in nonprofit management, business administration, communications, or a related field.
- Five or more years of experience in nonprofit development, fundraising, philanthropy, donor relations, or related leadership roles.
- Experience securing major gifts and leading fundraising campaigns.
- Strong strategic planning and organizational leadership skills.
- Exceptional relationship-building and communication abilities.
- Experience working with donor databases and fundraising metrics.
- Strong public speaking and presentation skills.
- A commitment to ethical fundraising practices and donor stewardship.
- The ability to work independently while collaborating effectively across teams.

Benefits & Perks

- 100% employer-paid health insurance for employee-only coverage.
- Dental and vision insurance options.
- Paid Time Off (PTO).
- Paid Holidays.
- Employer paid short- and long-term disability.
- 401(k) retirement plan with employer contributions, regardless of employee participation.
- Employer-paid $25k life insurance policy.
- Voluntary life insurance options for employees and eligible dependents.
- Competitive salary with experience and qualifications.

Our Mission

To improve the health and well-being of our community by providing comprehensive and personalized healthcare, education, and support for all.

Our Family Caring For Yours.