



POSITION SPECIFICATION

# VICE PRESIDENT OF DEVELOPMENT GRID Alternatives

Oakland, CA

## **Leadership Search Partners**

is a search firm focused exclusively on the nonprofit sector. Based in Berkeley, the firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

## **Managing Director & Principal Leyna Bernstein**

is leading this search assignment. Inquiries may be made, in confidence, to Leyna at [leyna@leadershipsearch.com](mailto:leyna@leadershipsearch.com).



**TITLE:** Vice President of Development

**ORGANIZATION:** GRID Alternatives

**LOCATION:** Oakland, CA

**REPORTS TO:** Chief Executive Officer

### **MISSION**

[GRID Alternatives](#) has a mission to make renewable energy technology and job training available to underserved communities.

### **ABOUT THE ORGANIZATION**

GRID Alternatives is the country's largest nonprofit solar installer. GRID is an entrepreneurial, high-growth non-profit organization that provides renewable energy and energy efficiency services to low-income families. Through its flagship Solar Affordable Housing Program, GRID trains and leads teams of volunteers and job trainees to install solar electric systems for low-income families and affordable housing providers, providing long-term savings for the people who need them the most. In turn, low-income families are able to use their long-term savings to pay for basic expenses, and expand their economic opportunity by employing the skills and training they gained through GRID's workforce development programs, in the growing field of solar installation. GRID's vision is a successful transition to clean, renewable energy that includes everyone.

Based in Oakland, California, GRID has ten regional offices and affiliates serving all of California, Colorado, New York, New Jersey, Connecticut, Washington D.C., Virginia, Maryland, and Delaware; GRID also has staff on the ground in Nicaragua. GRID has a dedicated staff of 330, an annual operating budget of \$45 million, and a 13-member Board of Directors.

### **ABOUT THE OPPORTUNITY**

This is a great leadership opportunity to join a rapidly growing national organization that sits at the intersection of renewable energy, economic inequality, climate change, and workforce development, and delivers measurable, large-scale results in communities across the country.



The successful candidate will join a highly regarded, smart, and innovative team who are some of the best at what they do. This is an opportunity for an experienced fundraising leader to help shape and strengthen this extraordinarily innovative and exceptional organization as it embarks on the next phase in its evolution, which includes increasingly centering racial justice and equity more broadly in the organization's mission and operations.

GRID's development program focuses on a robust corporate partnership program. Currently, 65% of its fundraising income is from corporate sponsorships. The VP of Development will be responsible for maintaining and expanding corporate and foundation income while working with the CEO and Board to implement and grow individual giving.

Reporting to the CEO and working closely with the Board of Directors and other members of the Executive Leadership Team, the VP of Development will create and manage a multi-year fund development plan, designed to achieve GRID's goals and institutionalize best practices and create a "culture of philanthropy" across the entire organization. The VP of Development will oversee corporate and foundation giving, individual and major gifts, and a small portfolio of government grants (such as AmeriCorps) for the national and regional offices. Significantly, the VP of Development will play a major role in readying the organization for more growth and impact in the coming years.

The VP of Development serves on the Executive Leadership Team, supervises a staff of seven development professionals at the headquarters, and supports development efforts in GRID's 10 regional offices.

## **Responsibilities**

Specifically, the Vice President of Development is responsible for:

### **Planning and Leadership**

- Lead GRID Alternatives' national fundraising leadership team, including developing and executing long-term fund development strategies, and articulating a powerful case for support around the importance of low-income solar programs
- Function as an organizational leader and a highly collaborative member of the Executive Leadership Team. Play an integral role in advancing an internal culture that mirrors the organization's commitment to racial justice.
- Provide staff leadership to the Board of Directors for development. Hold



organizational responsibility for the success of fundraising programs, including corporate giving, foundation, major gifts, annual appeals, and on-line/digital giving.

- Any leader hired into the Executive Leadership Team of GRID Alternatives must be able to advance the organization's equity, inclusion and diversity work and help the agency continue to build an internal culture that seeks to examine systems of oppression.

### **Staff Management**

- Effectively manage key national fundraising and leadership staff to inspire peak performance to meet and exceed fundraising goals, and to work cohesively to maximize funding from existing funders while also building a strong pipeline of new funders
- Provide leadership, training, systems, and best practices to regional offices in their local fundraising efforts, and direct assistance as needed

### **Brand and Communications**

- Collaborate with executive leadership and the communications team to co-design strategic events and thought leadership initiatives to enhance organizational standing and brand with key stakeholders
- Collaborate with communications team on communications and marketing strategies to support fundraising outcomes

### **Internal Partnerships**

- Collaborate with program staff to ensure efficient flow of communication in both directions about key program goals and fundraising opportunities in each major program
- Support government and fee-for-service fundraising in partnership with other senior leadership of the organization
- Ensure and coordinate collaboration between the regional and national development teams around organization-wide and cross-regional funders, both to ensure maximum net fundraising and minimum funder confusion

### **Board Development**

- Work in close partnership with the CEO, Board Chair, Chair of the Development Committee, and board members to build the Board's capabilities in major donor engagement, solicitation, and stewardship

### **Financial Accountability**

- In partnership with the CFO, develop and manage fundraising budgets; assume clear responsibility for meeting or exceeding budgeted revenue goals; and ensure best practice use of analytics, data, and metrics to forecast and track progress and success of fundraising goals, strategies, and tactics

### **Professional Experience/Qualifications**

#### Experience/Skills:

- Passionate advocate for racial justice, renewable energy, affordable housing, workforce development, and/or environmental justice work
- Extensive (10+ years) experience in fundraising with deep knowledge of fundraising principles and strategies that span corporate and foundation giving as well as individual major donor giving, preferably in a large institutional setting
- Proven ability to create and successfully execute a multi-strategy, multi-year fund development plan
- Proven ability to build, manage, and inspire a fast-paced, national development function
- Proven ability to help the Board become more engaged and effective in fund development; strength in coaching, supporting, and collaborating with board members and high-level donors
- Prior success in the development and negotiation of high-level gifts and a track record of successful solicitation of six- to seven-figure institutional (corporations and foundation) and individual gifts
- A track record of successful collaboration with marketing and media professionals
- High comfort level with improving systems, analyzing data, and using data and metrics as management tools: proven ability to forecast accurately, manage to budget

#### Knowledge:

- Knowledge in corporate giving
- Knowledge of current and evolving trends in individual major gifts giving
- Knowledge of the renewable energy, affordable housing, workforce development, and/or environmental justice philanthropic community a plus



Personal Characteristics:

- Internal and external leader who models values and inspires others to action and high performance
- Generates innovative solutions; challenges paradigms; leverages diverse resources; thinks expansively; evaluates multiple solutions; ensures relevance
- Develops collaborative relationships to facilitate the stated goals; seeks opportunities, facilitates agreement and commitment

Education:

- Bachelor's degree required; master's degree and/or CFRE preferred

**COMPENSATION**

A highly competitive compensation and benefits package will be made available to the qualified candidate.

**TO APPLY**

Leadership Search Partners is conducting this search on an exclusive basis on behalf of GRID Alternatives. Interested candidates should apply via email by sending a letter outlining qualifications, brief bio and resume as PDF or Word documents to Client Services Manager Julia Moon at [Julia@leadershipsearch.com](mailto:Julia@leadershipsearch.com), with "VP of Development, GRID" in the subject line.

Inquiries may be made, in confidence, to Search Consultant Leyna Bernstein at [leyna@leadershipsearch.com](mailto:leyna@leadershipsearch.com)

**GRID ALTERNATIVES** is committed to an equal employment opportunity policy for applicants and employees. GRID will not engage in or tolerate any discrimination in the workplace prohibited by local, state or federal law. Specifically, no qualified applicant, employee, intern, volunteer, or apprenticeship trainee will be discriminated against on the basis of his or her race, color, national origin, ancestry, creed, religion, age, citizenship, veteran status, sex, sexual orientation, gender, gender identity or expression, marital status or civil partnership/union status, physical or mental disability, medical condition, genetic characteristics, pregnancy, childbirth, possession of an undocumented drivers' license, or any other basis prohibited by applicable federal, state or local law.

**LEADERSHIP SEARCH PARTNERS** is a search firm focused exclusively on the nonprofit sector. Based in Berkeley, the firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.  
[www.leadershipsearch.com](http://www.leadershipsearch.com)