



NursesMC™

Job Title: Development Director

Location: Remote

Reports To: Chief Executive Officer (CEO)

About Nurses Middle College (NursesMC)

NursesMC is a nationally-recognized school network created to address our nation's need for nurses and a more diverse nursing workforce through a ground-breaking education model. Our public charter high schools provide unrivaled preparation for students from backgrounds underrepresented in healthcare. Within two years of graduating, 95% of students are in the workforce and/or pursuing a postsecondary degree in nursing or another healthcare field. Demand is high for our program and we have fielded outreach from stakeholders in multiple states looking to bring a Nurses Middle College to their communities. We plan to capitalize on this momentum and will launch a multi-year \$50M campaign to fund buildout of our Nashville location, grow our programming, and expand to new geographies.

Position Overview

The Director of Development will join NursesMC at an exciting phase of growth and organizational development. In this newly-created position, this individual will report to the CEO, partnering with her in developing and executing our fundraising and donor engagement strategies. We are looking for a motivated, experienced, and highly organized individual to help formalize a fundraising function and oversee execution of day-to-day responsibilities. Some travel is required, largely in the New England/Mid-Atlantic region, approximately 4-6x/year. We are looking for candidates with a track record of successful relationship-building, particularly with foundations and major donors. We have been successful in raising significant commitments from a small group of high-level donors to date and plan to leverage the energy of our board and external partners to bring in new donors aligned with our work.

Key Responsibilities

The person in this role will drive fundraising strategy and execution, including identification and cultivation of prospects, creation of strong communication systems and materials, grant writing, reporting, and collaboration with internal team members. Key responsibilities include:

Development of Fundraising Strategy:

- Work closely with the CEO to design and implement a development plan that reflects NursesMC's strategic priorities.
- Identify target donor profiles and develop engagement strategies, with an emphasis on major donor giving and foundation support at both the regional and national levels.

Donor Relations & CEO Support:

- Plan and execute outreach and meetings for the CEO by providing prospect research, strategic recommendations, and agenda plans and follow-up.
- Serve as an internal ally to the CEO and internal leaders, ensuring alignment in donor communications both at the school and network level.

Prospect Research, Grant Writing & Reporting:

- Write, submit, and track grant proposals and reports that align with the NursesMC mission.
- Conduct prospect research to identify potential donors and funding opportunities, providing actionable insights and tactical outreach support.

Internal Collaboration & Communications:

- Build strong relationships with the NursesMC's team to deeply understand the organization's work and impact.
- Partner with the communications team to develop compelling donor-facing materials, including customized outreach, presentations, and an annual impact report.

Management of Operational Systems:

- Build systems and processes to support a successful fundraising function.
- Maintain accurate donor and grant records.

Education & Experience

- Bachelor's degree in Nonprofit Management, Communications, Business, or related field (or equivalent experience).
- 7+ years of experience in nonprofit development, with expertise in major donor and foundation giving.
- Familiarity with donor networks and funding trends in education and health equity.
- Proven ability to support leadership in donor relations, including meeting preparation and follow-up.
- Strong organizational and project management skills, with a detail-oriented mindset.
- Exceptional written communication skills, particularly in crafting grant proposals and donor communications.
- Familiarity with donor management systems and fundraising tools.
- Passion for advancing diversity and equity in nursing and education.

What We Offer

NursesMC offers a competitive compensation and benefits package, with a salary range of \$105,000 - \$120,000. Benefits include:

- A comprehensive package, including health, dental, vision, life insurance, 403b plan, personal time off, holidays.
- A supportive and collaborative work environment.
- The chance to make a meaningful impact on students and the future healthcare workforce.

How to Apply: Interested candidates should submit a 1-page cover letter and resume to kbarnes@nursesmc.org.

NursesMC is an equal opportunity employer and encourages candidates from all backgrounds to apply. We celebrate diversity and are committed to creating an inclusive environment for all employees.