



Chief Development and Growth Officer



About YR Media

Amplifying the Next Generation of Voices for Change

YR Media is an award-winning, youth-focused nonprofit, nurturing BIPOC talent in media, technology, and music. Headquartered in Oakland, CA, with a new Chicago-based Midwest hub, our 30 years of excellence in journalism, multimedia, graphic design, podcasts, and documentaries amplify underrepresented voices, shaping impactful narratives.

By providing comprehensive training and valuable resources, YR Media empowers young individuals to cultivate proficiency in journalism, audio production, and multimedia storytelling. The organization remains steadfast in its commitment to amplifying youth voices and addressing the issues that matter most to them.



Mission & Vision

Mission

YR Media equips emerging content creators between the ages of 14-24, primarily BIPOC, with an immersive media arts education, top industry mentors, paid career-track employment, and holistic support services, including counseling and healthy food. Young people leverage these offerings to become civically engaged citizens, driving systemic change and disruptors that diversify the traditional media landscape by creating stories, art, and music that matter.

Vision

To place power in the hands of young content creators, especially those from historically underrepresented groups, and ensure their diverse voices lead the way in shaping the future of our world.

YR Media Seeks a Passionate, Innovative, and Strategic Professional.

As the Chief Development & Growth Officer, the successful candidate will lead a dedicated team to spearhead a comprehensive development program focused on growth. They will provide strategic development leadership to advance YR Media's mission and will be responsible for actively engaging fundraising volunteers. The Chief Development & Growth Officer will position the organization as a nonprofit of choice for the investments of individual and institutional donors. The position is responsible for strategic and tactical planning for YR Media's development efforts, supervision of development staff, execution of annual giving plans, and regular program assessments.

Responsibilities:

- Spearhead and guide revenue generation and business development initiatives, encompassing both philanthropic and earned revenue streams.
- Achieve annual revenue targets through meticulous planning and the implementation of aggressive year-over-year growth strategies.
- Contribute as a pivotal member of the senior leadership team, actively participating in decision-making, strategic planning, and goal-setting for the core annual operating fund.
- Oversee a diverse portfolio of at least 50 major gift prospects annually, personally undertaking solicitations for gifts exceeding \$10,000.
- Direct and supervise all ongoing development activities, ensuring robust engagement with a variety of income sources, including individual, institutional, and corporate.
- Supervise the design and execution of fundraising materials, including direct mail campaigns, while managing the timely completion and submission of grant proposals.
- Manage and provide expert coaching, guidance, and constructive feedback to 2-3 direct reports, focusing on refining strategies, clarifying responsibilities, and fostering professional development.
- Collaborate closely with the executive team to facilitate board members' involvement in institutional and individual fundraising efforts.
- Work in tandem with Creative, Communications departments and other stakeholders to enhance the institutional profile of the agency.
- Work effectively with our Board of Directors to engage them, their networks, in robust fundraising efforts.
- Formulate strategic growth plans and financial roadmaps that align with organizational objectives.
- Cultivate and sustain relationships with donors and supporters, ensuring a commitment to high-level fiscal stewardship that contributes to sustained growth.
- Develop and maintain a well-balanced mix of donor sources and fundraising programs to attract and retain both donors and fundraising volunteers.

DRiWaterstone is proud to lead this search.



The Candidate

Experience and Qualifications

- Progressive promotion through development positions in a nonprofit institution.
- Documented success in cultivating, soliciting, closing, and stewarding individual gifts of \$10,000+ and institutional gifts of \$100,000+.
- Experience planning, leading and managing development projects with success in fundraising from multiple donor channels, including setting and implementing major gift solicitation strategies and institutional application processes.
- Experience working for an organization with a budget of \$7 million+.
- Demonstrated ability to develop and manage budgets.
- Working knowledge of fundraising standards for nonprofits, with CFRE or CASE certifications preferred.
- Ability to engage and motivate people from all backgrounds.
- Excellent interpersonal and communication skills, demonstrated experience coordinating with colleagues to achieve desired outcomes, and tracking and reporting on progress to senior managers/board of directors.
- Ability to develop and present powerful, compelling written and oral communications for fundraising with the capacity to develop and maintain effective working relationships with individuals and organizations reflecting a broad range of identities, perspectives and experiences.

DRiWaterstone is proud to lead this search.



Submit your application at:

[https://driwaterstonehc.com/position/chief-development-and-growth-officer-yr-media.](https://driwaterstonehc.com/position/chief-development-and-growth-officer-yr-media)

Compensation:

\$130,000-\$150,000 salary per year.

Location:

This position's job location is hybrid to Oakland, CA or Chicago, IL. This position may transition to regular on-site presence at a YR Media Hub.

Equal-opportunity Employer

YR Media provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and professional development.

DRiWaterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DRiWaterstone.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.