



Spaces to Play. Sparks for Change.

Director of Development, West Coast

Remote Position – Based in California

EXECUTIVE SEARCH PROFILE

DR*i* Waterstone
HUMAN CAPITAL

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Spaces to play. Sparks for change.

Places to play are essential for every kid to grow up healthy, unlocking countless benefits for kids.

This belief has driven the work of KABOOM! since 1996, when our founder read a heart-wrenching story that made him realize how urgently kids needed safe places to play. KABOOM! has been building playgrounds in partnership with communities across America, particularly those that have experienced racialized disinvestment. **In the past 27 years, KABOOM! has built or improved 17,000+ playspaces, engaged more than 1.5 million community members, and brought joy to over 12 million kids nationwide.**

KABOOM! works to achieve playspace equity so that every child in every community has access to a great place to play. Too often, kids of color are disproportionately impacted by a lack of access to high-quality playspaces. A financially stable organization with more than 65 staff members (known as Boomers), KABOOM! teams up with communities so that every child can have access to the same opportunities to thrive.

KABOOM! centers its work around three core values: **Racial Equity, Community, and PLAYce.** To advance playspace equity, KABOOM! is committed to eliminating racial disparities in access to quality playspaces caused by disinvestment which has, and continues to, disproportionately impacts kids and communities of color.

At the heart of the KABOOM! Community Engagement Model is a process which empowers communities. KABOOM! brings together diverse partners to drive resources to systems with limited access to quality playspaces, while ensuring communities guide the process, designing the physical playspace itself, and determining the impact we'll achieve together. This results in an incredible space that aims to inspire active play and foster belonging.



The Mission:

End playspace inequity for good.

To build a more equitable future for our kids, KABOOM! has made a clear commitment to addressing the racial inequities that still have an impact today by creating culturally relevant, safe, and welcoming places to play for communities of color.

KABOOM! has implemented several strategic priorities to help achieve the goal of playspace equity at scale:

Using data to pinpoint where playspaces are most needed. KABOOM! uses data to map which places are impacted by a lack of access to quality playspaces – including an overlay of data on race, ethnicity, and income. By understanding where, within major, child-serving systems, playspaces do and do not exist, KABOOM! partners with communities facing the greatest playspace equity gaps.

In 2022, KABOOM! developed the Playspace Inequity Prioritization Index (PIPI) to estimate the level of playspace inequity occurring across all 86,000+ census tracts in the United States. PIPI combines data from 21 different indicators to create a single score, allowing us and our partners to estimate the need for playspaces in every neighborhood across the United States. Using PIPI, we can identify and map areas for prioritization and direct our work accordingly.

Building national, regional, and community partnerships to advance playspace equity. KABOOM! supports sustained, deep, and trusted partnerships – with municipalities, national networks of child-serving nonprofits, social justice organizations, and others – to scale and reach communities across systems. By leveraging our expertise to meet partners' needs, KABOOM! is able to support communities in addressing local issues that impact access to quality playspaces. KABOOM! prioritizes the voices of community members to lead decision-making around design and planning, as well as drive the outcomes we seek to achieve for kids, families, and the community.

In support of this vision, KABOOM! launched its national 25 in 5 Initiative to End Playspace Inequity in 2022. Through this Initiative, KABOOM! will establish partnerships with 25 different municipal systems across the country to achieve equitable access to quality playspaces, ensuring that every child can experience the critical developmental benefits of having quality places to play. Thus far, KABOOM! has established long-term partnerships with municipal partners in Atlanta, Akron, Baltimore, St. Paul, San Francisco, Oakland, Uvalde, Rochester, and Prince George's County.



We unite with communities to build kid-designed playspaces that can spark joy and foster a sense of belonging for the kids who are often denied opportunities to thrive.

Advocating for playspace equity and future investment in our country's playspaces at the local, state, and national levels.

KABOOM! is advocating for playspace equity to be included as part of the nation's racial equity agenda. We envision an America where public infrastructure includes not just roads and bridges, but public assets like playspaces that support positive child and community outcomes.

Creating outcomes-driven playspaces by generating data that makes the case for playspaces as essential infrastructure for communities and kids. Using innovative evaluation methods of our programs, KABOOM! underscores the measurable impact of increased access to quality playspaces on key child and community outcomes, including those related to health, learning, and resiliency. We measure and share how our work improves the lives of the kids, increases a sense of belonging, and empowers residents to address other critical needs facing the community.



Health



Resilience



Learning

Playspaces unlock countless benefits for kids.



27 years

17,000+ playspaces

1.5 million community members engaged

12 MILLION JOYFUL KIDS



The Opportunity – West Coast

The **Director of Development – West Coast** will play a vital role in expanding new funding for KABOOM! by shepherding prospects through every phase of the moves management cycle. This role will focus exclusively on increasing funding support from foundations, corporations, and major donors based in the West Coast -- particularly major markets such as the Bay Area, Seattle, and Southern California. This is an especially fun opportunity for a creative, strategic frontline fundraiser to take advantage of several innovative public-private partnerships that already exist on the West Coast and are ripe for inspiring site visits with prospective donors and funders.

In collaboration with the VP of Development, a crew of directors, senior directors of development, and a development associate, the Director of Development – West Coast will partner closely with the executive team, partnerships team, and finance team to advance smart fundraising strategies. This position reports directly to the Senior Director of Development.

Duties & Responsibilities

- ❖ Lead a portfolio of existing and prospective West Coast-based funders and donors with the capacity to make five, six, and seven-figure contributions to KABOOM! to gradually secure \$5+ million annually towards a \$32 million annual organizational goal.
- ❖ Develop initiative-level campaign strategies to support public-private partnerships, which may consist of cultivating regional funder partnerships, seeking planning grants, hosting donor events or site visits of our state-of-the-art playspaces.
- ❖ Collaborate with colleagues to develop compelling proposals, reports, budgets and other fundraising materials.
- ❖ Serve as a thought partner with the VP of Development in specific areas of subject matter expertise.
- ❖ Stay abreast of philanthropic trends and proactively explore partnerships with mission-aligned organizations and funders in the public and private sectors.
- ❖ Contribute to our equity-informed and inclusive work culture by taking an active role in promoting practices that support diversity, inclusion, and belonging.
- ❖ Engage in peer mentoring within the Development team and across the organization.
- ❖ Embrace our organizational values of partnership, humility, equity, play, and accountability.



The Candidate

KABOOM! is looking for an experienced, self-motivated team player who has the ability and willingness to build relationships across differences and discuss issues of structural and institutional racism. The successful candidate will have a proven ability to grow revenue by developing strong cases for support aligned with funders' priorities. The candidate will develop and sustain meaningful relationships with corporate and foundation officers, community and non-profit leaders, and other organizational and individual stakeholders to help KABOOM! realize its ambitious fundraising goals.

Background

- ❖ At least 7-10 years of direct fundraising experience.
- ❖ Bachelor's degree is required.

Skills & Abilities

- ❖ Proposal writing experience; some event planning experience is a plus.
- ❖ Proven ability to thrive in a fast-paced, entrepreneurial setting with aggressive deadlines; management of multiple priorities and projects while balancing long-term goals.
- ❖ Exceptional and persuasive written, oral, interpersonal, and presentation skills with the ability to effectively interface with staff, community leaders, and senior-level executives.
- ❖ Working knowledge of West Coast philanthropic networks and organizations – particularly the Bay Area, Los Angeles, and/or Seattle is strongly preferred.
- ❖ A sharp mind, top-notch critical thinking, and organizational capabilities, adept at quickly absorbing information from various angles, always keeping an eye on the big picture while maintaining superior attention to detail.
- ❖ High level of integrity, trust, and accountability along with excellent judgment, intuition, and common sense, as well as the right blend of professional confidence with a keen sense of diplomacy.
- ❖ Collaborative, team-oriented work style with self-motivation and drive to get the job done.
- ❖ Adept at using Salesforce or similar, Microsoft Suite, Google Docs, and Teams.

Location & Travel

- ❖ The Director of Development - West Coast role is a remote position based in California with a preference for candidates in the Bay Area.
- ❖ Occasional travel (30%) to the DC region and cities on the West Coast where donors live and work.



Applications:

Please submit your application to: <https://driwaterstonehc.com/position/dod-wc-kaboom/>

Compensation & Benefits

Salary Range: \$120k to \$145k

KABOOM! Provides competitive benefits and perks which include but are not limited to the following:

- Annual bonus based on team and individual goal attainment.
- Robust benefits package, including options for medical, dental, vision, and health/wellness.
- Generous 403(b) match of up to 6% of employee contribution.
- Flexible time off inclusive of PTO, floating holidays, and special days.
- Opportunities for professional development.

Equal Opportunity Statement

Building an inclusive, high-performing team that is diverse across lines of personal identity is integral to our success and we are proud to be an equal-opportunity employer. This means we do not discriminate against any job applicant or employee because of their race, ethnicity, color, religion, national origin, sex, disability status, genetics, protected veteran status, gender identity or expression, sexual orientation, age, or any other characteristic protected by federal, state or local laws. This applies to all terms and conditions of employment.

We actively strive and evolve to develop and maintain fully inclusive workspaces. We encourage candidates from underrepresented groups to apply.

Additional Requirements

Individual has the ability and willingness to build relationships across differences and discuss issues of structural and institutional racism.

Office Staff – “Ability to maintain acceptable standards of office conduct and work cooperatively as an effective team member of a diverse and inclusive workforce. Communicates with others, sits or moves about the office to coordinate work, and uses a computer as well as other office equipment as needed.”