



**Spaces to Play. Sparks for Change.**

# **Senior Director of Development**

## **Remote Position – Based in DMV Preferred**

**EXECUTIVE SEARCH PROFILE**



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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

The Senior Director of Development is an experienced leader who is strongly committed in making a transformative change by addressing the inequities that exist for kids in communities across the country. This position will play a vital role in securing new sustainable funding streams for KABOOM! by creating a major donor program and shepherding prospects through every phase of the moves management cycle. This role will focus exclusively on cultivating long-term institutional relationships, managing large, multi-year grants, while also pursuing large opportunities from major donors within our '25 in 5 Initiative' markets. This is an exciting opportunity for a seasoned, strategic frontline fundraiser to help us grow support from individual donors and foundations.

Led by a VP of Development, we are a close-knit and hardworking crew of directors and senior directors of development, and a development associate. We partner closely with the executive team, partnerships team, and finance team to advance smart fundraising strategies. The Senior Director of Development role is a remote position with occasional travel to the DC-region and cities where funders and donors live and work.

- ❖ Lead a portfolio of existing and prospective national funders and donors with the capacity to make five, six, and seven-figure contributions to KABOOM! to gradually secure \$5+ million annually towards a \$33 million annual organizational goal.
- ❖ Develop the fundraising strategy to identify, cultivate and secure funding from high-level foundations, and high-net-worth individuals.
- ❖ 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.
- ❖ Actively 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.
- ❖ Ability to travel approx. 30% within the United States and Canada.
- ❖ Provide guidance and coaching, as needed, to help achieve the organization's funding goals
- ❖ Fully embrace our organizational values of partnership, humility, equity, play, and accountability.





# The Candidate

KABOOM! is looking for an experienced strategic leader who can build meaningful partnerships with a variety of funders, including local and national corporations, national, regional, and state-focused foundations, and individual philanthropists within a portfolio of new and existing prospects.

## Background

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

## Skills & Abilities

- Proposal writing experience; some event planning experience a plus.
- Adept at using Salesforce or similar, Microsoft Suite, Google Docs, Teams.
- Deep knowledge of national philanthropic networks and organizations – particularly those in the health, education, climate, and early childhood development funding communities.
- 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.
- 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.

## Location & Travel

- ❖ The Senior Director of Development role is a remote position with a preference for candidates in the DMV area.
- ❖ Occasional travel (30%) within Canada and the United States.



### Applications:

Please submit your application at:

<https://driwaterstonehc.com/position/senior-director-of-development-kaboom>

### Compensation & Benefits

Salary Range: \$145k to \$155k

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.”

**Note:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential function of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

This job description does not constitute an employee agreement between the employer and the employee; this description is subject to change by the employer as the needs and requirements of the position change