



The Team

Region A Partnership for Children improves the quality of life for young children and families in western North Carolina by fostering healthy family systems, promoting inclusion, and building resilient communities. We are a group of early childhood professionals that support families and children in the seven western-most counties of North Carolina and the Qualla Boundary.

WE BELIEVE that families are experts in determining what is best for their child as they grow and develop, according to their individual circumstances.

WE STRIVE to hear what families want and need to meet the goals that they develop to improve the quality of life for their children.

WE PARTNER with families in working toward achieving their specific goals.

WE ENGAGE with families to advocate for greater collaboration among communities to ensure that each child has the support and encouragement needed to achieve his or her full potential.

The Role

Region A Partnership for Children is hiring for one full-time position for the Director of Development, who works with the Executive Director, designated RAPC staff, and the Partnership's Board of Directors to develop and implement a plan to build long-term financial sustainability through diversified revenue streams and expanded donor relationships.

The Director of Development has the flexibility of traveling to visit regional stakeholders, spending time in the Region A Partnership for Children's offices and attending virtual and in-person meetings. The hiring range is \$70,000-\$90,000 annual salary (dependent on qualifications) with benefits and mileage reimbursement for travel. Benefits include health insurance, retirement contributions, paid time, paid holidays, and mileage reimbursement.

The Role Description

The Director of Development plans, coordinates, executes, and actively participates in annual fundraising, long-term financial development, public relations, communications, marketing, and other ongoing organizational advancement programs and activities which will enhance the Partnership's ability to meet its financial and programmatic goals. *This is a new position for RAPC and a great opportunity for a fundraiser to build this department from the beginning.*

- Plan and oversee implementation of annual and long-term resource development plan, in collaboration with the Executive Director and appropriate RAPC staff, Board committees and volunteers
- Design and initiate donor recruitment and retention, including Board members
- Coordinate and execute all prospect identification, education, cultivation and follow-through activities
- Manage research and preparation of all funding requests and proposals
- Maintain positive relationships with current and potential grant-makers
- Collaborate with appropriate staff in providing all documentation and reports required by Grantors
- Provide staff support to the Executive Director as requested to further the goals of the Partnership

Qualifications

- A working knowledge of all aspects of resource development, systems building in a rural environment, community development, and collaborative approaches to achieving desired outcomes
- Demonstrated ability to coordinate and organize strategically and systemically in a diverse environment
- An interest in and knowledge of public policy issues affecting children birth to five years
- A personal commitment to strength-based, family-centered practice
- A track record in proposal writing and securing grant funding
- Knowledge of and experience in managing standard resource development strategies: Board giving, direct mail, annual giving, capital campaigns, special events, major gifts and donor recruitment and retention
- Public relations experience in various media and situations
- A working knowledge of local and state philanthropy
- Financial management skills; proven leadership ability
- Exceptional interpersonal, verbal, and written skills
- In-depth knowledge of computer systems and applicable software
- Prefer a graduate degree in public administration, non-profit management or related field and three years' relevant experience

Physical and Environmental Demands

- **Regional Travel:** The role requires flexibility to travel throughout the region to visit and cultivate relationships with stakeholders and donors.
- **Off-site Activities:** You must be able to travel to various locations for donor prospect identification, education, and cultivation activities.
- **Multiple Work Environments:** The position involves transitioning between the Region A Partnership for Children's offices, off-site stakeholder locations, and attending both virtual and in-person meetings.
- **Commuting:** Reliable transportation is necessary, as the role includes mileage reimbursement for travel expenses.
- **Exceptional Verbal Skills:** The role demands high-level verbal communication for donor recruitment, retention, and public relations across various situations.

- **Relationship Management:** You must physically and socially engage with a diverse group of people, including Board members, current grant-makers, and potential donors.
- **Public Representation:** The position involves active participation in public relations and marketing activities to enhance the Partnership's visibility.
- **Computer Proficiency:** In-depth knowledge of **computer systems and applicable software** is required to manage research, fundraising data, and proposal preparation.
- **Documentation and Reporting:** You must possess the organizational stamina to manage the preparation of funding requests, grant reports, and long-term resource development plans.
- **Strategic Coordination:** The role requires the ability to organize strategically and systemically in a diverse, rural environment.

To Apply

Thank you for your interest. We are accepting applications through **April 10, 2026**, or until the position is filled. Please send your cover letter and resume to Sally Loftis of Loftis Partners, who is managing the search for this organization. You can email Sally (sally@loftispartners.com) or mail your materials to Sally Loftis, 63 Folly Lane, Newland, NC 28657.

Region A Partnership for Children maintains a strong policy of equal opportunity in employment. It is our objective to recruit, hire, and retain the most qualified individuals without regard to race, color, religion, creed, ancestry, marital status, parental status, sex (including sexual orientation, gender identity and pregnancy), national origin, age, disability, genetic information, political ideology, veteran status, or any other characteristic or status protected by applicable federal, state, or local law. Our equal employment philosophy applies to all aspects of employment, including recruitment, compensation, benefits, training, promotions, transfers, job benefits, and terminations.