



Job / Position Title: Director of Development, Louisiana
Department: Development
Supervisor: President and CEO
Status & Classification: Exempt
Date: August 2025

Together, we create life-changing wishes for children with critical illnesses. From our humble beginnings with one boy's wish to be a police officer, we have evolved to be one of the world's leading children's charities, serving children in every community in the United States and its territories. With the help of generous donors and more than 500 regional volunteers, Make-A-Wish Texas Gulf Coast and Louisiana grants 650 children's wishes annually.

Position Summary:

Make-A-Wish Texas Gulf Coast and Louisiana is seeking a dynamic and results-driven **Director of Development, Louisiana** to lead fundraising efforts across the state, enabling us to grant life-changing wishes to children with critical illnesses.

Based in our Metairie office, this leadership role will oversee a comprehensive development strategy, including major gifts, individual giving, corporate partnerships, foundation support, and special events. The Director will cultivate and strengthen relationships with donors, board members, community leaders, and corporate partners to maximize impact and revenue growth.

As a member of the development leadership team, the Director will contribute to the organization's strategic goal of expanding wish granting and increasing public support throughout Louisiana. This role will also serve as a key advisor to the President & CEO and Vice President of Philanthropy, providing insights on market trends and fundraising opportunities.

The ideal candidate will have a proven track record of securing major gifts, articulating a compelling case for support, and driving sustained revenue growth. Deep knowledge of the Louisiana fundraising landscape and strong local relationships are essential.

Duties and responsibilities:

I. Fundraising:

- Collaborate with the CEO and Vice President of Philanthropy to set and achieve Louisiana's revenue targets.
- Develop and execute a strategic, statewide fundraising plan aligned with chapter goals and budget expectations.
- Supervise the Development Manager, South Louisiana and work collaboratively with Louisiana program staff.
- Manage a portfolio of high-capacity donors, including identification, cultivation, solicitation, and stewardship.
- Design and lead a comprehensive development program encompassing major gifts, annual giving, sustained giving, workplace giving, foundation and corporate grants, and fundraising events.
- Expand and optimize third-party fundraising initiatives to engage the community and support mission delivery.

- Proactively identify and pursue new revenue opportunities, strategic partnerships, and investment prospects.
- Build and maintain long-term relationships with major donors, foundations, and corporate partners.
- Partner with the CEO, VP of Philanthropy, and Louisiana Board Members to leverage networks and support individual development plans.
- Personally solicit—or prepare leadership and board members to solicit—major gifts and sponsorships to meet or exceed fundraising goals.
- Accurately forecast and report revenue and expenses related to fundraising activities.
- Collaborate with program staff to ensure fundraising efforts align with mission delivery.
- Work closely with marketing and communications to enhance donor engagement and storytelling.
- Strategically manage the CEO's involvement in donor meetings to maximize impact.

II. Transformational Organization Development:

- In partnership with CEO, identify, recruit and engage new C-suite corporate and philanthropic leaders throughout the state of Louisiana, with a focus on market penetration in underrepresented communities.
- Work in concert with appropriate volunteers, community leaders and professional staff to coordinate successful strategic and tactical plans.
- Identify, develop and realize all potential opportunities and/or relationships that will increase the chapter's ability to raise funds and grant wishes.

III. Mission Program Leadership:

- Provide organizational leadership, model organizational culture and behavioral expectations, and define strategy as a member of the management team.
- Provide positive and professional representation on behalf of the chapter at events and promotions when deemed appropriate (as public speaker or participant).
- Develop relationships with current and new volunteers to meet critical needs for wish granting and special event fundraising initiatives.
- In partnership with the communications team, ensure that key communications are localized to represent the impact of the Louisiana division.

Knowledge and Abilities

- Strong written communication skills with a keen understanding of how to write to and connect with different audiences.
- Ability to prioritize concurrent tasks and expertly manage projects, manage a high-volume workload in a fast-paced environment, delegate deliberately and ensure follow through, adapt quickly to changing priorities, and help set and meet moving deadlines.
- Detail-oriented and well organized.
- Provide excellent customer service and representation of Make-A-Wish to external supporters and all wish families.
- Passion for the mission of Make-A-Wish Texas Gulf Coast and Louisiana and commitment to ethical fundraising.
- Confidentiality and personal integrity are essential.
- Experience with developing and implementing creative solutions to time sensitive work.
- Proficient computer skills in Microsoft Office and CRM database management (preferably Salesforce).
- Comply with National Performance Standards along with chapter guidelines and procedures.
- Adhere to all Make-A-Wish® America performance standards and Make-A-Wish® Texas Gulf Coast and Louisiana policies and procedures.
- Other duties as assigned.

Desired Qualifications

- Six years of diversified fundraising experience with management experience in a nonprofit environment, including major gifts, annual gifts, special events and corporate philanthropy.
- Proven track record and knowledgebase in identifying, cultivating/stewarding, soliciting, and closing major gifts and corporate sponsorships.
- Proven ability to close gifts.
- Bachelor's degree required
- Experience leading a team of direct reports and proven experience successfully leading an organization or department; the ideal candidate will bring leadership experience.
- Results-driven with proven success leading and managing projects.
- A current valid driver's license and good driving record are required.

Working Conditions

This position will be based at the Make-A-Wish Metairie office. The position requires the individual to work in an office environment in a shared office space. Incumbent must be willing to work some nights/weekends and travel up to 25% within the territory and to chapter headquarters in Houston occasionally.

We offer a comprehensive benefits package including 100% employer paid for healthcare, dental, and vision insurance; basic life insurance; short-term and long-term disability. Medical coverage for employee's family members is available through company policy, with a portion of this coverage subsidized by employer.

After one year of service, employees become eligible to participate in a company 401(k) retirement savings plan, with an employer match up to 6% of compensation.

We offer full-time employees a hybrid work schedule, beginning with one remote day per week, moving to two remote days per week after six months. Our chapter provides generous paid time off, as well as 14-16 paid holidays in a calendar year, including a week near the end of December.

Join Our Team of Inspired People Transforming Lives

We are more than a great place to volunteer - our work is changing life. We are an inclusive and diverse group of people who, through a mosaic of backgrounds, thoughts and experiences are united in purposeful work. We are fueled and guided by our values - values that are represented in the inspired people we work with and the transformational work we do every day.

We respect and ensure equal opportunity, regardless of race, religion, ethnicity, national origin, age, gender identity, sexual orientation, disability, perceived disability and other legally protected characteristics.

Please submit a cover letter and resume via email to: HR@texgulf.wish.org