**New Pathways for Youth**

**Vice President of Philanthropy**

1. **About New Pathways for Youth**

At New Pathways for Youth, our mission is to unlock new possibilities for youth by supporting them in achieving their full potential. For over 30 years, we’ve transformed the lives of more than 8,000 young people who face poverty and significantly greater adversity. Through mentoring and holistic support, we help them break cycles of hardship and create lasting change.

As we continue to grow our reach and deepen our impact, we’re looking for a visionary Vice President of Philanthropy to lead fundraising strategy and cultivate strong, mission-aligned donor relationships.

This position is located in Phoenix, AZ. Your role on the team will be to lead and innovate fundraising efforts to drive transformational change for youth in Phoenix.

1. **Job Responsibilities and Duties**

Specific duties and responsibilities include:

* + Lead and expand annual giving strategies to meet and exceed revenue goals.
	+ Design and execute donor acquisition, retention, and stewardship strategies.
	+ Direct the development and execution of appeals, events, PR, and marketing initiatives in alignment with strategic goals.
	+ Oversee a portfolio of major donors and prospects, personally cultivating and soliciting gifts.
	+ Guide planned giving and legacy gift strategies.
	+ Provide data-driven revenue forecasts and analysis to support budgeting.
	+ Serve as the organization’s fundraising ambassador at external stakeholder events.
	+ Manage relationships and logistics for third-party events generating $10,000+.
	+ Partner with the CEO to engage the Board Fundraising Committee and foster a culture of philanthropy.
	+ Supervise and support the development team.
1. **Ideal Candidate will Demonstrate:**
* Strong relationship-building and donor engagement skills.
* Proven ability to lead and inspire teams.
* Strategic thinking with the ability to manage multiple priorities in a dynamic environment.
* Collaborative decision-making and team empowerment.
* Exceptional communication and presentation skills.
* Results-driven with a proactive, entrepreneurial approach.
* Confidence in delegating and managing performance.
1. **Organization Culture**

At New Pathways for Youth, we are driven by empathy, data, and action. We foster a collaborative and inclusive workplace that values respect, innovation, and effectiveness. If you are someone who thrives in a mission-driven environment and is motivated by real community impact, you'll feel right at home here.

1. **How to Apply**

To apply, please submit your cover letter and resume to Trish Anderson at TAnderson@NPFY.org. Include your full name and “Vice President of Philanthropy” in the subject line. Applications will be reviewed on a rolling basis until the position is filled.

1. **Additional details**

This is a full-time, exempt position with a salary range of $85,000–$100,000, commensurate with experience. We offer a comprehensive benefits package, including medical, dental, and vision insurance, generous paid time off, and opportunities for professional growth. We offer 2 work from home days each week. Evening and weekend work will occasionally be required.

New Pathways for Youth is an equal opportunity employer and values a diverse workplace. We strongly encourage applications from people of color, LGBTQ+ individuals, people with disabilities, and those with lived experiences similar to the youth we serve.