

Chief Development Officer Job Posting

Applications will be reviewed on a rolling basis. Apply soon!

Who We Are:

Youth Empowerment Project engages underserved young people through community-based education, mentoring, employment readiness, and enrichment programs to help them develop skills and strengthen ties to family and community. YEP has served young people and families across the Greater New Orleans area for more than two decades. Through four integrated program areas, YEP provides comprehensive, community-based services grounded in the belief that support should be individualized and opportunities should be accessible to all. Each year, we serve more than 1,000 participants across 13 parishes through programs operating at different five locations. Our core purpose is to empower young people to improve their lives and the lives of others.

Our Culture and Values:

We are a community of professionals who believe in the power of collaboration, curiosity, and self-care. Our work is anchored in **Respect, Kindness, and Integrity** with **Accountability and Progress** shaping how we work. We learn continuously, invest in meaningful relationships, and care for ourselves so we can better serve one another and the young people who count on us.

The Opportunity:

The Youth Empowerment Project (YEP) is seeking an experienced, strategic, relationship-driven leader to serve as our next Chief Development Officer.

This is an exciting opportunity to join one of Greater New Orleans' leading youth-serving organizations as we enter our next chapter of growth. Guided by a five-year strategic plan, a strong financial foundation, and an engaged Board of Directors, YEP is well positioned to build on its 21-year legacy and expand its impact for young people and families across the region.

Following a successful leadership transition from YEP's longstanding CEO/Co-Founder, the organization has implemented a thoughtful co-leadership model with a CEO and President, designed to preserve the organization's values, culture, and institutional knowledge while positioning it for the future. The Chief Development Officer will partner closely with both the CEO and President, joining a collaborative executive team that combines deep institutional knowledge with a shared commitment to innovation, organizational sustainability, and lasting impact for young people.

As a member of YEP's Senior Leadership Team, the Chief Development Officer will lead the organization's comprehensive fundraising, communications, and external engagement strategy while partnering closely with the CEO, President, and Board of Directors to grow philanthropic support and advance YEP's mission.

The CDO will oversee and continue building a talented development team, lead fundraising strategies across individual, corporate, foundation, government, and special event revenue, and

personally cultivate and develop key donor and stakeholder relationships. This leader will also help strengthen the systems, infrastructure, and culture of philanthropy that will support YEP's continued growth for years to come.

YEP enters this next chapter from a position of organizational strength. The organization currently operates with an annual budget of approximately \$5.25 million, maintains 100% Board giving, recently established an endowment, and has built significant operating reserves to help ensure long-term sustainability. Supported by an engaged, 23 member Board of Directors, a collaborative and seasoned leadership team, and a passionate and dedicated staff, the next Chief Development Officer has the opportunity to build upon a solid foundation while helping shape the future of one of the region's leading youth-serving organizations.

This in-person role is ideal for an experienced fundraiser who enjoys both strategic leadership and frontline fundraising. We recognize that exceptional candidates come from a variety of professional backgrounds, including Chief Development Officer, Development Director, Executive Director, CEO, and other senior leadership roles with fundraising responsibility. We welcome candidates with diverse professional backgrounds whose experience is aligned the required qualifications for this position.

We are seeking someone who thrives on building and maintaining strong relationships, collaborating with others, developing high-performing teams, and inspiring individuals and organizations to invest in a brighter future for young people in our community.

Link to the [Full Chief Development Job Description](#)

Qualifications

- Bachelor's degree required
- Minimum of 7 years of senior-level leadership experience in fundraising, development, advancement, or nonprofit philanthropy, with demonstrated success leading comprehensive fundraising strategies, building high-performing teams, and securing significant philanthropic revenue. Executive leadership experience preferred.
- Commitment and alignment with YEP's mission and core values.
- Team oriented collaborator who is accountable to both internal and external stakeholders
- Demonstrated personal success securing significant five- and six-figure gifts and experience managing major donor, corporate, foundation, and other institutional relationships.
- Proven experience developing and executing comprehensive, multi-year fundraising strategies across multiple revenue streams, with responsibility for generating and growing multi-million-dollar contributed revenue.
- Experience leading, supervising, and developing teams.
- Experience working effectively with executive leaders to develop and execute a fundraising strategy.
- Experience working effectively with an engaged board of directors and development committee
- Experience leading fundraising campaigns, annual giving initiatives, donor stewardship efforts, fundraising events, etc.

- Demonstrated ability to build sustainable fundraising infrastructure, strengthen organizational capacity, and improve development systems and processes.
- Strong verbal and written communication and storytelling skills

Compensation

The salary range for this full-time position is \$110,000–\$135,000, commensurate with experience. We recognize that exceptional candidates bring a variety of professional backgrounds and are open to considering a range of experiences that align with the needs of the role.

YEP offers a comprehensive benefits package that includes 100% employer-paid employee health insurance, a 403(b) retirement plan with employer match, generous paid time off and 14 paid holidays, paid birthday leave, employer-paid life insurance, eligibility for Public Service Loan Forgiveness (PSLF), and additional voluntary dental, vision, and disability insurance options.

OUR COMMITMENT TO EQUITY AND INCLUSION

The Youth Empowerment Project is committed to diversity, equity, and inclusion in our work and on our teams. We know that the rich diversity of perspectives and wisdom that is imperative to our purpose can only come from a wide variety of origins and life experiences. We strongly believe that creating a workplace where all team members thrive is critical to fulfilling our mission in the communities we serve and we intentionally recruit, develop, and retain the most talented people from a diverse candidate pool.

Qualified candidates are urged to apply and will receive consideration for employment without regard to race, color, ethnicity, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, status as a veteran, and basis of disability or any other federal, state, or local protected class.

QUESTIONS?: YEP does not have the capacity to receive phone calls regarding this hiring process. Please contact Holly Hubbard via email at hhubbard@youthempowermentproject.org with questions about our hiring process. We will reach out to candidates whose experience and skills align with the qualifications and responsibilities named in the Job Posting.