



Principal Gifts Officer

Organization Overview

Team IMPACT is a national nonprofit organization promoting healthy social and emotional development for children living with serious illness and disability, by matching them with college athletic teams. The team provides an extended support network for children and families using a strength-based, future-focused perspective. This two-year therapeutic mentoring program provides children with a true sense of belonging and focuses on building confidence and resilience while encouraging healthy behaviors.

To date, Team IMPACT has matched more than 4,500 kids on over eight hundred campuses nationally, and 100,000 student athletes have participated in the program. Founded in Boston, MA in 2011, Team IMPACT has a regional presence across the country, with hubs in Philadelphia, Los Angeles, Chicago, and Dallas.

Position Summary

The Principal Gift Officer (PGO) will identify, cultivate, solicit, and manage a portfolio of high-net-worth individuals, prospects, donors, and family foundations. They will work closely with the CEO and members of the development leadership team on fundraising strategies, participate in organizational events and meetings, and collaborate with internal and external stakeholders on fundraising events. Candidates must be experienced in development, fundraising, and non-profits. This position reports to the National Director of Development and works closely with the Chief Executive Officer. The salary for this position is \$130k to \$180k annually. This is a full-time exempt position, and compensation will be commensurate with demonstrated skills and experience.

Key Responsibilities

- Identify, cultivate, solicit, and manage a major gifts portfolio of high-net-worth individuals capable of giving \$100,000 or more annually.
- Develop engagement strategies for prospects with an emphasis on long-term relationship building.
- Conduct face-to-face visits and high-level interactions with major gift donors and prospects regularly to build and sustain pipeline.
- Manage a portfolio of approximately 150 prospects.
- Partner with the Annual Giving and Individual Giving team on fundraising goals.
- Contribute as an organizational leader to development and fundraising best practices, exhibiting a deep understanding of building and maintaining an organizational-wide culture of philanthropy.
- Utilize Salesforce to capture outreach, record donor interactions, and archive contact reports.
- Collaborate with internal teams and external stakeholders on fundraising events nationally.

Qualifications

- 10 years of proven experience in development and fundraising, specifically in the cultivation, solicitation, and stewardship of high net-worth individuals.
- Bachelor's degree or higher required.

- Exceptional communication skills, oral and written and presentation.
- Proven people skills, including active listening, public speaking, and relationship building.
- Possess the ability to clearly articulate Team IMPACT's mission and vision.
- Display a high level of integrity, creativity, and motivation.
- Display a strong work ethic and takes initiative.
- Previous experience utilizing CRM systems.
- Ability to travel extensively, including attending events in the evenings, and weekends.



Benefits

Team IMPACT offers a competitive salary and benefits package, including medical, dental and vision insurance, 401k w/match, and generous paid time off; positions are all commensurate with experience and skills. Team IMPACT is headquartered in Quincy, Massachusetts. This position is a hybrid role and will be based in the headquarters office in Quincy, MA.

Team IMPACT was certified as a Great Place to Work in 2021 and 2023, the global authority on workplace culture. Come join our amazing team! [Working at Team IMPACT | Great Place to Work®](#)

How to Apply

Click [here](#) to apply and attach a resume and cover letter, outlining applicable skills and experience meeting the qualifications for the position in Word or PDF. Hiring materials can be addressed to Natalie Rice-Harris, Human Resources Manager. Applications will be reviewed on an ongoing basis.

Team IMPACT is committed to diversity, equity, belonging, and inclusion and invites candidates meeting all ethnic backgrounds, including those from underrepresented groups to apply. Recognizing that diverse teams allow us to make better decisions, build a stronger organization, and better serve all our communities while we seek to advance **Health Equity** in cultivating an environment where diverse perspectives and backgrounds are embraced. We welcome a diverse pool of applicants and encourage everyone to bring their authentic self to this hiring process and to this role at Team IMPACT.