

Director of Coaching

- Our preferred candidate will be a mission-driven, human-first leader and fundraiser who can help nonprofit partners increase fundraising confidence, knowledge, and outcomes.
- Office located in northeast Minneapolis, with co-defined hybrid workspace arrangements available
- Full Time, exempt, with co-defined flexible scheduling available
- Supervised by the deputy executive director, community impact
Other staff include the executive director, deputy executive director for operational sustainability, directors that oversee core programs, and other positions focused on mission delivery and operations
- GiveMN is actively looking for people with a broad background of lived experiences and identities. We are committed to hiring a staff that is representative of the communities we serve. We work with our team to create a comfortable and accommodating work environment for people of all abilities and identities.
- COVID-19 related public health requirements observed for internal collaboration
COVID-19 related public health recommendations observed for external collaboration
COVID-19 vaccination required
- Contract parking, secure bicycle storage, and public transit allowance available
- On-site fitness center available (paid for by GiveMN)
- Occasional Greater Minnesota and/or overnight travel required (paid for by GiveMN)
- Professional development allowance available, separate from compensation
- Wireless connectivity allowance available, separate from compensation
- Generous Paid Time Off (PTO) available
- Philanthropic matching gifts, volunteer matching gifts, and volunteer time off available
- Medical, dental, vision, disability, and life insurance and health savings account available
- \$85,644-\$92,233 starting annual salary range
Performance and benchmark compensation increases available annually
Traditional and Roth 401k available with employer Safe Harbor match and discretionary contributions

Why This Job Is Important

Powering every successful nonprofit is a dynamic vision, mission-motivated people, and development strategies that engage thoughtful and generous communities.



GiveMN provides sector-leading tools and services to advance the mission pursuit of Minnesota's nonprofit organizations. We're looking for a strategic colleague to help us continue and grow our service to nonprofits.

As the GiveMN director of coaching, you'll help nonprofit and school leaders overcome barriers to fundraising confidence and success.

How You Will Be Spending Your Time

- In an average day, you will meet with 2-3 client partners in one-on-one coaching sessions. Additional responsibilities include designing capacity-building resources and collaborating with GiveMN teammates.
- Working with nonprofit leaders to develop fundraising confidence, knowledge, and strategies for success
- Helping client organizations identify and implement the right tools to improve their fundraising outcomes
- Occasionally traveling to operational and governance meetings and to build the capacity of partner organizations
- Collaborating with a growing team of nonprofit fundraising and engagement professionals

What You Are Good At

- You work well across multiple lines of difference, including race, gender, identity, disability, ideology, and religion
- You lead with "yes," helping others see what they can achieve while supporting them with the encouragement and tools to accomplish their goals
- You're a facilitator and coach, sharing knowledge with our partners while learning from their experiences and adapting your support to their unique needs while acknowledging the limits of your expertise and lived experience
- You're a problem solver, having the ability to make the complex simple and help others understand your strategies
- You're creative, energized by creating something new
- You're strategic, knowing how to prioritize what should be done, and why it needs to be done
- You're empathetic, listening first to understand 'why'
- You're resourceful, eager to innovate in environments with sometimes constrained resources
- You're actively listening and learning, bringing innovative approaches to your work from across the philanthropic community

What You Have Done

The best candidate for this position is someone who has progressive experience with:

- Fundraising from individuals for nonprofit organizations, schools, or civic causes
- Developing and executing fundraising and/or resource development plans
- Teaching, coaching, and/or supporting professional and volunteer teams
- Working across multiple lines of difference, including race, gender, identity, disability, ideology, and religion
- It would be a plus if you had experience with:
 - Small- and medium-sized organizations



- Organizations led by or serving BIPOC and/or LGBTQIA2S+ communities
- Greater Minnesota communities

Leadership at GiveMN

As a human-first, values-led social enterprise, effective organizational leadership is vital to the success of GiveMN's dual bottom lines of community impact and operational sustainability. A GiveMN leader is expected to support their team in the following ways:

- Making decisions through a lens of GiveMN's values of operating from abundance, connecting with community, putting equity into action, and having courage to try
- Articulating clear objectives for the work of the team and the key results that will indicate success
- Collaborating in meaningful ways to help team members explore, complete, and evaluate their work
- Providing tools, resources, and information needed for the team to be successful
- Creating a positive and supportive work environment where the team can do its best work
- Championing the team's work across the organization and up to next-level leaders
- Recognizing and affirming the team's work in ways that are meaningful to its members
- Listening to and appreciating team member voices as valued parts of the organization
- Building and maintaining trust in direct relationships and across the team
- Helping team members navigate difficult situations to find constructive paths forward
- Identifying and supporting opportunities for professional advancement within and beyond GiveMN
- Encouraging balance, self-care, and utilization of benefit time to help team members live their best lives

A Little More About You

The GiveMN team is small but mighty, working collaboratively and energetically to advance multiple priorities simultaneously. The best fit for GiveMN is someone who might describe themselves as:

- Passionate, hardworking, and self-motivated
- Easy going, always taking the mission more seriously than themselves
- Curious, satisfied only after they have explored numerous possibilities and perspectives
- Confident, yet humble, as comfortable inspiring others and leading a team as they are presenting to large audiences and influential leaders
- Flexible, comfortable navigating uncertainty and adapting to change
- Strategic, identifying and balancing short- and long-term risks and benefits
- Data savvy, able to interpret quantitative data to inform qualitative strategies
- Risk tolerant, open to trying new ideas, learning from mistakes, and continuously improving
- Accountable, thriving on shared outcome-driven work in a collaborative environment
- Values-driven, able to balance personal points of view with the priorities of the organization



Applying For This Job

To apply for this job, send a digital file of your resume and an introductory letter to Jake Blumberg, executive director, to jobs@givemn.org. Your introductory letter should be no longer than two pages and should clearly address the following questions:

- How does a mindset of abundance inform your approach to philanthropy and the work of capacity building?
- What are some highlights of your fundraising or engagement experience, and how would you apply those experiences to helping Minnesota nonprofits build fundraising confidence and knowledge as part of the GiveMN team?
- In what ways do areas of difference in your background and experience influence how you approach your work?

GiveMN is actively looking for people with a broad background of lived experiences and identities. We are committed to hiring a staff that is representative of the communities we serve, and strongly encourage candidates of all identities and experiences to apply for this position.

You may also email questions to jobs@givemn.org if necessary.

About GiveMN

GiveMN is an independent nonprofit organization working to ignite generosity and grow giving through GiveMN.org, Minnesota's giving marketplace, and RaiseMN, a fundraising coaching and training initiative.

Since 2009, more than 700,000 donors have made gifts with ease and enthusiasm through GiveMN.org to make a difference for causes in their communities. Through this online marketplace for generosity, and giving events like the annual Give to the Max celebration, GiveMN has helped to generate more than \$330 million for more than 14,000 nonprofits.

RaiseMN serves Minnesota nonprofits through individualized coaching and programs to transform nonprofit fundraising. Focusing on small- to medium-sized organizations, RaiseMN builds more healthy and sustainable fundraising practices so nonprofits can continue to pursue and expand their mission in their communities.

Launched in 2009 by Minnesota Community Foundation, GiveMN is supported by many generous foundation and corporate partners, contributions from individual donors, and revenue from its programs.

Equal Opportunity Employer

GiveMN values experience and success in working across multiple lines of difference and strongly encourages candidates of all identities and experiences to apply for this position. GiveMN is an equal opportunity employer.

