



JOB ANNOUNCEMENT: DIRECTOR OF DEVELOPMENT



ORGANIZATION: Step Afrika!

LOCATION: Washington, DC

ABOUT STEP AFRIKA!

Step Afrika! is the world's leading authority on the art form of stepping—a unique percussive dance style that integrates African and African American cultural traditions. Headquartered in Washington, DC, Step Afrika! has garnered national and international acclaim for its innovative performances, arts education programs, and cultural diplomacy across the globe.

Step Afrika!'s mission is to preserve, expand, and promote an appreciation for stepping through professional performances and to educate, motivate, and inspire young people in and out of school through arts education programs that emphasize teamwork, commitment, and discipline. Today, Step Afrika! honors that mission with a touring Company of 19 full-time artists, recognized worldwide for our engaging performances and innovative arts education programs. The Company is one of the top 10 U.S. African American dance companies and Washington, D.C.'s largest African American arts organization.

As a key member of the leadership team, the Director of Development will play a vital role in shaping the next chapter of Step Afrika!'s story, ensuring that the...

...tradition of stepping continues to inspire audiences and build communities as part of our annual touring.



This is an exciting opportunity for an ambitious, visionary leader to make a lasting impact on a dynamic organization with a growing national and international presence.

VISION FOR THE FUTURE:

Step Afrika! is on the cusp of an exciting new chapter. With a vision to expand its touring footprint, develop new artistic works, and deepen its community engagement through innovative educational initiatives, the organization is poised for significant growth. The Director of Development will be instrumental in realizing this vision by leading efforts to secure critical resources and build lasting partnerships.

PRESS AND 30TH ANNIVERSARY TIMELINE:

To learn more about Step Afrika!'s recent activities, impact, and 30th anniversary celebrations, please visit our [Press Page](#) and [30th Anniversary Timeline](#).

KEY RESPONSIBILITIES:

Strategic Fundraising Leadership:

- Design and implement a comprehensive multi-year development strategy to increase annual revenue through individual giving, corporate partnerships, government support, foundation grants, and special campaigns.
- Lead special initiatives to support Step Afrika!'s growth and new projects, such as annual touring, commissioning new works, and expanding support for arts education programs.
- Establish clear fundraising goals and metrics, providing regular progress reports to the Executive Director and Board of Directors.
- Serve as a key storyteller and ambassador for Step Afrika! representing the organization at donor meetings, public events, and conferences.

Major Gifts & Individual Giving:

- Identify, cultivate, solicit, and steward major donors capable of six- and seven-figure contributions.
- Develop a robust individual giving program, including membership, recurring giving, and planned giving initiatives.
- Oversee donor engagement strategies, ensuring personalized outreach and recognition for top supporters.



Corporate & Foundation Partnerships:

- Build and sustain strategic partnerships with corporations and foundations, securing sponsorships and grants to support performances, education programs, and community outreach initiatives.
- Prepare compelling grant proposals and sponsorship decks in collaboration with the marketing and program teams.
- Ensure timely and accurate grant reporting and sponsor fulfillment.

Special Events & Campaigns:

- Oversee the planning and execution of signature fundraising events, including the annual gala and donor receptions.
- Collaborate with the marketing team to maximize event attendance and visibility, leveraging events to deepen donor engagement and attract new supporters.
- Launch and manage special fundraising campaigns, including digital appeals, matching gift challenges, and giving days.

Board Engagement & Leadership:

- Partner with the Executive Director to recruit and engage Board members in fundraising activities.
- Serve as a key liaison to the Development Committee, providing regular updates and supporting their fundraising efforts.
- Facilitate Board training on best practices in fundraising and donor stewardship.

Team Management & Collaboration:

- Manage the development function, including staff, consultants, and volunteers, with the opportunity to gradually build a high-performing team as revenue increases.
- Foster a collaborative environment with other departments, including marketing, finance, and programming, ensuring alignment on fundraising goals.

KEY QUALIFICATIONS:

- Education: Bachelor's degree in Nonprofit Management, Communications, Business, or a related field. An advanced degree or CFRE certification is a plus.
- Experience: Minimum of 7-10 years of progressive experience in fundraising, with demonstrated success in major gifts, corporate sponsorships, and grant writing. Experience in the performing arts or nonprofit cultural organizations is highly preferred.



- Skills & Abilities:

- Proven ability to cultivate and close six- and seven-figure gifts.
- Strong leadership and team management skills, with experience supervising and mentoring staff.
- Exceptional written, verbal, and presentation skills, with the ability to inspire and engage diverse audiences.
- Proficiency in donor databases (e.g., Salesforce) and fundraising technology.
- Knowledge of fundraising trends in the arts and cultural sector.
- A passion for the performing arts and a commitment to Step Afrika!'s mission.

COMPENSATION & BENEFITS:

Compensation: \$100,000 to \$125,000, commensurate with experience.

Benefits: We offer a comprehensive benefits package designed to support both the professional and personal well-being of our employees. Upon hire, employees are eligible to enroll in our 403(b)-retirement plan, with an employer match available after one year of service. Our health insurance offerings include medical coverage with an 85/15 cost split, as well as free dental and vision plans. Family health plans are also available, with costs shared equally between the employee and employer. Additionally, we provide life insurance and accidental death & dismemberment (AD&D) coverage at no cost to employees. To encourage continued learning and professional growth, employees receive a \$1,500 annual stipend for professional development after six months of service. For time away from work, we offer 15 vacation days annually, 11 federal holidays, and 5 personal/sick days, ensuring employees have ample opportunity to recharge and maintain a healthy work-life balance.

APPLICATION PROCESS:

Interested candidates should submit a cover letter, resume, and two references to mcunningham@stepafrika.org. Please include "Director of Development" in the subject line. Applications will be reviewed on a rolling basis until the position is filled. Step Afrika! is an equal-opportunity employer committed to fostering an inclusive and diverse workplace