



JOB ANNOUNCEMENT: MANAGER, INDIVIDUAL GIVING, STEP AFRIKA!



PREFERRED START DATE: May 1, 2023

SALARY RANGE: \$80,000-\$90,000

BENEFITS:

- Hybrid In-Person/Remote Work Schedule
- Vacation Leave: 15 Days
- Personal/Sick Leave: 5 Days
- 403 (b) Retirement Plan with Immediate Vesting
- Insurances
 - Medical (85% Covered by SA!),
 - Dental/Vision (100% Covered by SA!)
 - Life and Disability insurance (100% Covered by SA!)

STEP AFRIKA!'S MISSION

Step Afrika! is the world's first professional company dedicated to the African American tradition of stepping. The Company's mission is to preserve and promote stepping through professional performances and to inspire young people in and out of school through arts education programs emphasizing teamwork, commitment, and

discipline. Step Afrika! was founded in December 1994 by C. Brian Williams, an accomplished stepper who recognized the



connections between stepping and African percussive traditions. Williams explored this connection with the creation of Step Afrika! in partnership with South African and American artists. Today, Step Afrika! is one of the top ten U.S. African American dance companies, introducing tens of thousands annually to stepping by performing at colleges and theaters worldwide. Step Afrika! serves audiences of all ages and backgrounds, emphasizing African American families with school-aged children.

JOB OPPORTUNITY

Since its founding in 1994, Step Afrika! has made incredible strides. The Company started as a small D.C. dance company with a \$250,000 budget, one staffer, and no board. Today, Step Afrika! is a \$3 million-plus organization that serves thousands annually. Step Afrika! is experiencing unprecedented demand in its tour and performance schedule. Each year the company serves more and more people with its original productions, world-renowned performances, and arts education programs. In 2022, Step Afrika! sold over 20,000 tickets in Washington DC and performed on stages across the nation and around the world, collectively reaching over 60,000 people. Beginning in August 2023, Step Afrika! will celebrate 30 years as the world's leading authority in the tradition and art form of stepping. Step Afrika!'s unique contribution to the artistic and cultural fabric of Washington, DC, and the world speaks volumes. The company's original performances capture audiences worldwide and resonate deeply with audiences everywhere. To sustain Step Afrika!'s growth, investment in the Company's core administrative capacities is critical.

Reporting to the Executive Director, the Manager, Individual Giving, Step Afrika! is responsible for developing and implementing strategies to increase individual giving to an organization. He/she will work closely with senior leadership to identify potential donors and develop fundraising campaigns that align with the organization's mission and goals.

RESPONSIBILITIES

- Develop and implement strategies to increase individual giving.
- Work with the Executive Director to identify potential donors.



- Develop fundraising campaigns that align with the organization's mission and goals.
- Build relationships with current and potential donors.
- Ensure that all communications with donors are timely and accurate.
- Develop and manage budgets for individual giving campaigns.
- Analyze data and metrics to measure the success of individual giving campaigns.
- Provide leadership and guidance to other members of the development team.
- Ensure compliance with ethical fundraising practices and regulations.
- Work with Executive Director to solicit VIP GALA sponsorships and donations

QUALIFICATIONS

- Bachelor's degree in marketing, communications or a related field.
- At least 5 years of experience in fundraising, with a focus on individual giving.
- Demonstrated success in developing and implementing fundraising campaigns.
- Strong communication and interpersonal skills.
- Excellent organizational and project management skills.
- Ability to work independently and as part of a team.
- Knowledge of ethical fundraising practices and regulations.
- Comfortable using technology for fundraising and tracking donations.
- Passion for the mission of the Step Afrika!

HOW TO APPLY

To apply for this position, candidates are invited to submit three professional references, a resume, and a cover letter detailing your interest in the position to info@stepafrika.org. Additionally, prospective applicants should provide brief but substantive responses to the following questions:

- Have the arts impacted or informed your life in any meaningful ways? If so, how?
- Do you have a connection to the tradition of stepping or dance? If so, share.
- At the conclusion of your first year, how would you define success in your role?

Note: Please limit responses to 300 words or less per question.

**To learn more about Step Afrika!, please visit www.stepafrika.org.
Our most recent annual report can be found [here](#).**