



CDO Opportunity

In collaboration with GTM Talent, Embarc is seeking a strategic and dynamic leader to serve as our next Chief Development Officer, reporting to the Executive Director and CEO. The CDO will lead and evolve our development and partnership strategy, serving as an external ambassador for Embarc while driving our fundraising efforts toward a goal of \$15M by 2027.

As a strategic thought partner during this critical stage of growth, the Chief Development Officer will oversee the comprehensive planning, implementation, management, and oversight of all fundraising initiatives. The ideal candidate is an inspirational leader energized by an entrepreneurial environment, highly accountable, and skilled in developing effective strategies, managing backend processes, and engaging with funders. They will also be driven to build and manage a high-performing team that delivers sustained results for Embarc.

About Embarc

Since inception in 2010, Embarc has been a pioneering nonprofit in Chicago dedicated to transforming students' lives through experiential learning. We have served nearly 8,000 students who have achieved an average 95% graduation rate and 90% overall postsecondary success. Embarc has grown from serving 25 students in 2010 to nearly 4,000 students in the 2022-2023 school year across 18 high schools in Chicago Public Schools (CPS). As Embarc prepares for national expansion and deeper impact, we are seeking a Chief Development Officer to drive our fundraising initiatives and shape our development strategy for sustainable growth.

Key Responsibilities

1. Strategic Development & Planning

- Set the vision for the Development Team through clear, actionable workstreams.
- Develop, implement, and oversee a comprehensive revenue-raising strategy and work plan.
- Define and manage the marketing and communications vision, tracking progress toward strategic goals.
- Collaborate with the Executive Leadership Team on foundation, narrative, and reach strategies.
- Establish ambitious annual development goals that leverage diversified funding sources for both near- and long-term revenue.
- Regularly assess progress, identifying key success drivers and addressing challenges.

2. Fundraising & Financial Sustainability

- Secure revenue from diverse funding streams (foundations, individuals, corporations, public funding) to meet or exceed the current fiscal budget.
- Create and execute sustainable, multi-year funding strategies to support future fiscal needs.
- Oversee the donor and fundraising strategy for the Development Team, ensuring robust infrastructure and effective stewardship of principal donors.
- Provide regular updates on fundraising performance and strategy to the Executive Leadership Team.

3. Board Oversight & External Engagement

- Partner with the Senior Director of Development to ensure effective board stewardship, communication, and engagement.
- Serve as a key liaison with external stakeholders, representing Embarc within the development community.

4. Team Leadership & Development

- Foster a culture of continuous learning and improvement within the Development Team.
 - Provide opportunities for both internal and external professional development.
 - Establish clear direction for each team area and lead by example to support team growth.
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Skills, Experiences, and Competencies

- **Passionate about Embarc's mission and experiential learning.**
 - **Minimum of 5 years of nonprofit development experience** in mission-driven or entrepreneurial organizations, with a proven record of raising at least \$3M+ while retaining and upgrading gifts.
 - Demonstrated expertise in innovative, sophisticated fundraising practices, with a creative, "outside the box" approach and a willingness to learn new best practices.
 - Proven ability to inspire and lead a dedicated development team, supported by exceptional storytelling and communication skills that compellingly articulate Embarc's work.
 - Highly analytical and detail-oriented, with advanced proficiency in Google Suite, Microsoft Office, and CRM systems, effectively balancing strategic vision with tactical execution.
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Compensation & Work Environment

- **Location:** Chicago-based
 - **Compensation:** Salary Range - \$150,000 - \$160,000
 - **Benefits:** Comprehensive benefits package including health, dental, vision, 401K with company match, wellness stipend, generous PTO program, and professional development opportunities.
 - **Work Culture:** Embarc is committed to fostering an inclusive, mission-driven, and high-impact work environment.
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To Apply

Interested candidates should send a resume and cover letter to applications@gtmtalent.com

Please highlight your passion for Embarc's mission and experiential learning in your application.

Embarc is an equal opportunity employer. We evaluate applicants based on qualifications, merit, and work-related criteria without regard to race, color, religion, sex, national or ethnic origin, age, sexual orientation, mental or physical disability, pregnancy, childbirth, medical condition, marital or familial status, family responsibilities, veteran status, personal appearance, political affiliation, matriculation, or any other characteristic protected by law. All applicants will receive consideration for employment regardless of such status.

Please note that all offers of employment are contingent upon the successful completion of a background check.