



Director of Development

This full-time position works alongside the Sr. Community Partnerships Manager in the development department. This is a hybrid position based out of our Spring, TX office. While we encourage regular in-office collaboration (touching base in office 2+ days per week), much of the Director of Development's time will be spent in the community — meeting with donors, attending events, and cultivating relationships. We value flexibility to support the relationship-driven nature of this role while also fostering strong internal team culture.

At the Kailee Mills Foundation, we are more than just an organization—we are a family driven by **faith, hope, compassion, enthusiasm, dedication, and positivity**. Our mission is to save lives through seat belt safety awareness and to provide critical support to families affected by vehicle crash tragedies. Every team member plays a vital role in bringing hope to communities and honoring the life and legacy of Kailee Mills. Check us out through one of our [videos](#)!



As a part of our team, you're not just taking a job—you're becoming a force for good. Whether you're connecting with donors, engaging the public, or working behind the scenes, your work directly contributes to saving lives and uplifting others.

We are a public charity, and our organization is independently funded. Our growth and stability come from strong private donors, corporate partnerships, foundations, and community-driven support—providing a mission-driven environment where passionate fundraisers can thrive and make a lasting impact.

We are currently seeking a full-time Director of Development whose primary role will be to organize, lead, and expand our fundraising initiatives—particularly in the areas of major gifts, donor engagement, and community outreach. This is a dynamic role that requires both strategy and heart, and it offers the opportunity to be part of a growing movement with a clear and powerful purpose.

Responsibilities

- Manage and lead fundraising and networking efforts for the organization; Raising funds through major gifts, donations, sponsorships, program support/grants, and fundraising events.
- Develop and/or improve fundraising strategies and campaigns; seek to diversify and grow various funding streams.
- Monitor, report, and seek to improve development metrics and KPI's.
- Devise new fundraising efforts that will increase KMF's revenue and work collaboratively with the Marketing department on implementation and outward communication.
- Work with the Executive Director and Event Planners on strategies for fundraising events to achieve maximum attendance, fundraising, and impact.
- Utilize an Event Development Committee when necessary to assist with event fundraising; Always seek to expand and improve this volunteer group.
- Maintain thorough records of all donor and partner information; Track, analyze, and report data for trends, growth, and measured success.
- Ensure accuracy of donor information through the donor system/CRM (Classy and LGL).
- Raise funds for KMF by expanding the donor base and securing new donors and partners.
- Prioritize donor retention by cultivating all donor relationships and maintain/improve donor acknowledgments and appreciation.
- Other tasks that may be requested to support the needs of the organization.

Qualifications

- 10+ years of experience in nonprofit fundraising and fundraising events
- 5+ years securing major gifts
- Experience in management and leadership
- Demonstrates excellence in communications – written, verbal, and interpersonal skills
- Willingness to adapt and accept unfamiliar tasks
- Strong public speaking abilities
- Strong teamwork; collaborates well with others; positive attitude and environment
- Strong organizational skills, data tracking, documentation, and reporting
- Experience with Microsoft Office and Google Apps
- Passionate about wanting to make a difference and the KMF mission
- Demonstrates KMF values: faith, compassion, positivity, hope, and healing, and operates with honesty and integrity
- Ability to operate in a flexible and fast-paced environment
- Self-starter, strong work ethic, and ability to work autonomously
- Reasonable availability to work nights, weekends and holidays as required, as well as attend in-person activities and events and travel on occasion.
- Must ALWAYS wear your seat belt, front and back seat, and ensure your passengers are too.

Salary Range: \$75,000 - \$100,000

Interested applicants should email resume to Kailee Mills Foundation's Executive Director, Briana McCulloch: briana@kaileemillsfoundation.org.