

STATEWIDE DIRECTOR OF DEVELOPMENT
JUNIOR ACHIEVEMENT OF WISCONSIN
MILWAUKEE, WISCONSIN



Junior Achievement's purpose is to inspire and prepare young people to succeed in a global economy.

Junior Achievement of Wisconsin has partnered with Spano Pratt Executive Search to identify their new Statewide Director of Development. For a confidential conversation and to learn more about this opportunity, please contact Dave Gromacki or Lindsey Kriete.

Spano Pratt Executive Search

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ORGANIZATION OVERVIEW

Junior Achievement USA is the nation's largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their future, and make smart academic and economic choices.

Junior Achievement's programs, in the core content areas of work readiness, entrepreneurship and financial literacy ignite the spark in young people to experience and realize the opportunities and realities of work and life in the 21st century. JA's values include:

Belief
In the boundless potential of young people.

Seek Out
Various backgrounds, perspectives, and talents in our staff and volunteers, and boards to reflect the geographies and communities we serve.

Nurture
The power of partnerships and collaboration.

Approach
Our work with passion, honesty, integrity, and excellence.

Teach
Principled market-based economics and entrepreneurship that build a more sustainable world.

Advocate
For relevant hands-on learning.

Junior Achievement of Wisconsin (JA Wisconsin) is the region's premier business-connected educational provider. The organization catalyzes cross-sector partnerships to deliver innovative solutions that significantly improve educational attainment, workforce readiness, and access.

With operations throughout the state, JA Wisconsin has built a reputation for innovation and results, working with school districts to integrate and scale experiential learning. Today, over 120,000 students engage in a continuum of real-world applied learning experiences that shape their mindset, behaviors, and skills to envision and pursue opportunity-filled futures. In fact, JA is also responding to emerging needs among a growing number of young adults struggling financially with independent living after school. JA is excited to be part of this new opportunity to help support one student at a time for their "last mile" of academic learning.

This transformation has been fueled by partnerships with school districts, colleges, and major employers that are united by JA's programs to solve entrenched barriers to economic opportunity. Through these efforts, JA Wisconsin has expanded its strategic partnerships and the reach of high-impact solutions across the state.

Junior Achievement designs learning experiences with the end in mind: real outcomes for students. Our experiences don't just expose young people to ideas about the future — they help students clearly connect what they are learning today to where they want to go tomorrow in a measurable way.



POSITION OVERVIEW

The Statewide Director of Development at Junior Achievement of Wisconsin is charged with leading the organization's efforts to significantly expand its financial resources and strengthen external partnerships and brand awareness. This role is responsible for all fundraising activities in the Southeast Wisconsin Region in addition to providing strategy development and functional oversight for statewide philanthropic initiatives. This senior director role will increase major donor contributions, enhance the organization's public image, and achieve specific performance metrics. Additionally, this position serves as a key member of the state leadership team.

CORE RESPONSIBILITIES AS STATEWIDE DIRECTOR OF DEVELOPMENT

Strategic Fundraising Leadership:

- Drive the development and execution of an integrated statewide fundraising strategy to improve communication and collaboration among regions, standardize processes, share best practices, diversify revenue, expand donor engagement, and maximize sustainable funding through campaigns, strategic sponsorships, grants, and major gifts.
- Lead fundraiser for all aspects of the Southeastern Region fund development: cultivating, soliciting, and stewarding critical relationships to secure and enhance funding sources.
- Organize annual strategy meetings with Regional Directors to establish and refine fundraising goals, incorporating best practices for campaign and event management.
- Develop and lead regional and statewide grant strategy and approach.
- Review funding opportunities from JA USA & operationalize as appropriate.
- Lead the Region's Event and Marketing Team.

Individual Giving Cultivation and Management:

- Direct a statewide planned giving program.
- Support regional teams in strategizing for their top 10 major gift prospects annually.
- Employ innovative strategies to expand the statewide donor base by identifying and engaging new prospects.

External Relations Leadership:

- Develop and lead an integrated communications strategy that strengthens brand visibility, expands audience reach, and maximizes organizational resources through earned media, strategic partnerships, and trade opportunities.
- Facilitate annual strategy sessions with Regional Directors to set marketing goals, incorporating campaign and event management best practices.
- Oversee an annual calendar for press releases, social media, and email marketing.

Team Management and Liaison Duties:

- Lead Southeastern Wisconsin's Development efforts to maximize results of all team members.
- Lead the Region's Event and Marketing Team.
- Provide regular feedback, coaching, and performance guidance to ensure continuous employee development and effective team performance.
- Foster a positive and effective work culture by promoting teamwork, collaboration, and professional growth.
- Assess and allocate resources effectively to meet organizational needs and objectives.
- Address employee concerns, resolve conflicts, and foster open communication.
- Spearhead fundraising initiatives identified as "critical" to respond to the organization's needs.
- Monitor key performance indicators (KPIs) for all fundraising activities to ensure achievement of goals and make strategic adjustments as necessary. Ensure statewide campaigns and SE fundraising targets are met.

IMPACT

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120,141

Students Reached Statewide



6,118

Volunteers Statewide



3,853

Classes Statewide

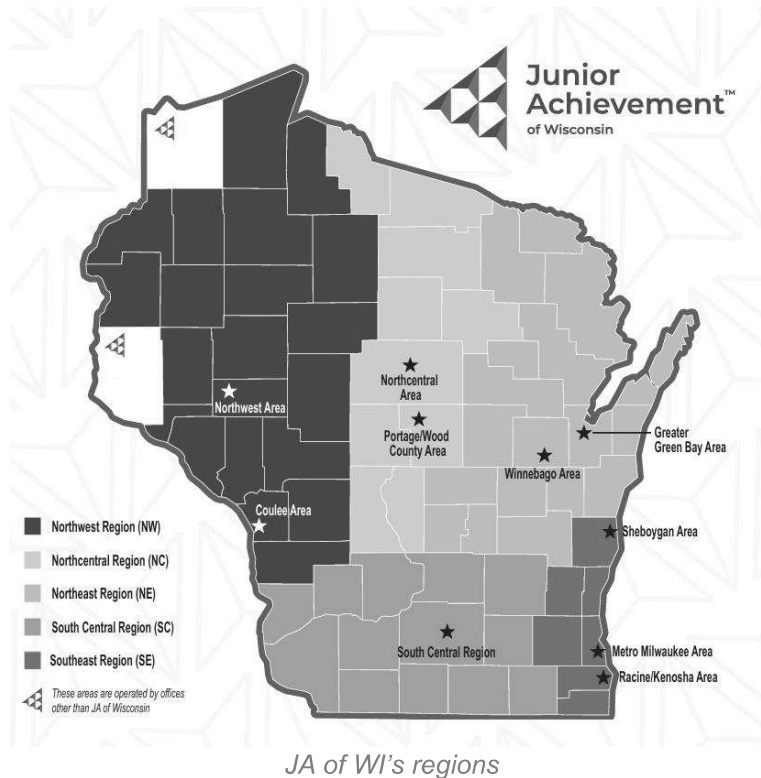


772

Schools Reached Statewide

QUALIFICATIONS & EXPERIENCE

Bachelor's degree and 10 years of progressively responsible experience in fundraising, development or philanthropy in the nonprofit, education, or foundation sector required. Master's degree preferred or combination of degree and related experience. Proven track record of securing major gifts, planned giving, corporate sponsorships, and grant funding. Strong background in donor stewardship, relationship management, and engaging high-net-worth individuals, foundations, and corporations. Expertise in nonprofit financial management, budgeting, and data-driven fundraising metrics. Strong interpersonal and presentation skills. Outstanding collaborative strategizing, planning, and execution skills. Proficiency with Microsoft Office Suite, CRM software, and digital fundraising tools. Must have valid Wisconsin Driver's License.



COMPETENCIES & PERSONAL ATTRIBUTES FOR SUCCESS

Strategic Fundraising & Philanthropic Growth

Ability to develop and execute a comprehensive fundraising strategy that expands revenue, cultivates major donors, secures corporate and foundation partnerships, and positions JA Wisconsin for long-term philanthropic growth.

- Develops and executes statewide fundraising strategies.

- Expands major gifts, grants, sponsorships, and planned giving.
- Uses metrics and pipeline management to drive results.
- Balances short-term revenue goals with long-term donor development.

Relationship Building & External Influence

Builds trusted relationships with donors, board members, corporate partners, foundations, community leaders, and internal stakeholders while serving as a visible ambassador for JA Wisconsin.

- Establishes credibility quickly.
- Builds long-term donor relationships.
- Engages and leverages the Board.
- Expands community partnerships and external visibility.
- Influences without relying on formal authority.

Collaborative Leadership & Organizational Alignment

Leads through collaboration by aligning regional teams, influencing diverse stakeholders, building trust, and creating a unified statewide development function.

- Partners effectively with the President and leadership team.
- Builds consensus across regions.
- Coaches and develops high-performing teams.
- Communicates decisions clearly and transparently.
- Creates accountability while maintaining positive relationships.

Strategic Execution & Operational Excellence

Ability to translate strategy into measurable execution through strong planning, organization, project management, technology adoption, and performance management.

- Prioritizes effectively across multiple initiatives.
- Uses KPIs and fundraising metrics to guide decisions.
- Implements CRM, grant, and campaign processes.
- Manages complex projects while improving operational efficiency.
- Holds self and others accountable for results.

Change Leadership & Innovation

Leads organizational change with resilience by modernizing fundraising practices, embracing new technologies, fostering innovation, and helping the organization evolve while respecting its history and culture.

- Leads through organizational transition.
- Champions new ideas and fundraising approaches.
- Adapts quickly to changing priorities and technology.
- Encourages innovation while maintaining stability.
- Demonstrates courage, resilience, and persistence.



3DE is made possible through a unique partnership between the national 3DE team, Junior Achievement of Wisconsin, Milwaukee Public Schools (MPS), and regional businesses and professionals.

COMPENSATION

Salary \$110,000 – \$140,000, commensurate with experience. Full-time, onsite role, with flexibility to occasionally work remotely. The position requires visibility and a presence to support onsite staff and regional office locations. Comprehensive benefits package.

LOCATION: MILWAUKEE, WI

This position is based at the headquarters in Milwaukee, WI and the leader is expected to be actively engaged within the community with major funders, community leaders, superintendents, and CEOs, as well as balancing oversight of the regional locations.

Travel is required to meet with regional leaders and attend local events as needed.



In Milwaukee, you'll find urban living and a Midwest ambience combined to provide an ideal work-life balance for modern living. Short commute times, big city amenities, diverse and affordable neighborhoods, below average cost of living, an abundance of natural resources and a nationally recognized education system all come together during an unprecedented time of opportunity and growth. The Milwaukee Region is made up of five counties in southeastern Wisconsin that have a combined population of nearly 1.8 million people.

Sitting on the southwest shore of Lake Michigan, there are numerous beaches with their related activities such as canoeing, paddle boarding, beach volleyball, yoga, sandcastle-making contests, and fishing. Beach-front as well as inland parks cover more than 15,000 acres of land allowing city dwellers to enjoy greenspaces. If you prefer to watch professional sports, Milwaukee is home to the MLB Brewers and NBA Bucks.

Milwaukee is known for its festivals and food scene. The largest festival is Summerfest, a two-week music festival, which brings in close to 900,000 people from across the country to hear their favorite artists and bands. The Milwaukee food scene continues to grow with more options for exotic taste buds and wild appetites from James Beard award winners to Food Halls.

Milwaukee is home to the famous Milwaukee Art Museum, the Milwaukee Public Museum, Discovery World and The Betty Brinn Children's Museum. Milwaukee features an opera company, ballet, and a symphony. With over 15,000 theater seats, the Milwaukee Theater District ranks No. 1 in the United States for the highest number of theater seats per capita.

<http://www.mmac.org>
<http://www.visitmilwaukee.org>

To be considered for this opportunity, please submit a cover letter and resume to:

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