



State Innovation Exchange (SiX) Senior Vice President, Development

About the State Innovation Exchange

The State Innovation Exchange (SiX) is a 501(c)(3) policy, strategy, and resource center for progressive state legislators. We empower, embolden, and equip state legislators to build and wield progressive governing power by/with/for the people they represent. We do this by providing legislators with the tools needed to shape impactful public policy and building their capacity to lead with their constituents. We foster long-term collaboration between legislators- across chambers, across regions, and across state lines - and with grassroots movements. Our vision is an equitable, resilient, healthy, and prosperous future for every person in the United States, which is secured and safeguarded by progressive state legislators. SiX's sister organization, SiX Action is a 501(c)(4) that works alongside SiX to build capacity of state legislators by providing policy development, communications tools, and technical assistance.

About this Position

The Senior Vice President (SVP), Development leads the development and execution of SiX's comprehensive fundraising strategy to support a \$6M annual operating budget of (combined c3/c4). Currently, SiX's revenue comes from individual donors, philanthropic foundations, and labor partners through a matrixed development function in which funds are raised through both organization-wide and program-specific strategies and relationships. The SVP is a member of the SiX Executive Committee, charged with leading the organization's overall strategy. In the year ahead, the SVP will collaborate with SiX leadership to innovate on SiX's operating, financial, and programmatic model to ensure organizational sustainability and impact aligned with the [2025-2027 Strategic Plan](#).

At SiX, we commit to equal pay for equal work. To counter pay inequality and uphold internal parity, we use a nonnegotiable starting salary system, while benchmarking our pay to highly competitive markets in the nonprofit sector. The starting salary for this position is \$190,000. In addition, SiX offers competitive benefits including generous healthcare coverage options for you and your family, life insurance, a retirement match, flexible schedule and a generous leave and holiday schedule. More information about our benefits and compensation philosophy is available [here](#). This is a full-time, exempt position. The position is remote and open to anyone living in the continental United States, within one hour of a major airport. The position will require travel to donor meetings, conferences & sector convenings, and staff gatherings, up to 12 times per year.

Notes: Research suggests that women and BIPOC individuals may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage anyone who believes they have the skills and the drive necessary to succeed here to apply for this role.

Role Responsibilities

All staff at SiX have role responsibilities – the outcomes and impacts you are expected to deliver as part of your unique role within the organization. As the Senior Vice President, Development you will report to the Executive Director and be responsible for delivering on the following expectations in your day-to-day work:

1. *Development strategy:* In collaboration with the Executive Director, develop and drive an integrated fundraising strategy to support organizational sustainability and impact including annual & multi-year development planning to set revenue goals and objectives.
 - a. Ideal candidates are seasoned nonprofit development leaders with demonstrated success in growing a budget and securing large gifts. 10 + years of experience raising 6-8+ figure major gifts and grant awards from individuals and institutional donors required. Experience at nonprofit organizations with multiple tax entities (c3, c4, PAC) and annual fundraising budgets of \$5M or higher is strongly desired.
2. *Donor Engagement:* Ensure high-quality donor prospecting, cultivation solicitation and retention, including collaborating with senior programmatic staff to maintain a robust pipeline, guide the Executive Director's time spent on fundraising, and creating meaningful stewardship opportunities for supporters to engage with SiX's work.
 - a. Ideal candidates are strategic thinkers with the ability to act tactically, integrating fundraising best practices with new ideas & approaches. Demonstrated experience approaching fundraising through an analytical and data-driven lens and translating strategy into tangible activities required. Success in both foundation partnerships & individual major donor program development & execution is highly desired. Experience with progressive movement donors preferred.
3. *Donor Communication:* Partner with Senior Associate, Development; program leads, and Senior Director, Communications to develop coordinated & strategic donor communications, including pitch decks, proposals, reports, and stewardship communication. Leverage SiX's impact data and stories from our network to elevate SiX's unique positioning and work on governance in all donor-facing materials.
 - a. Ideal candidates are compelling writers, presenters, and communicators, skilled in analyzing, breaking down, and communicating ideas in ways that inspire others to action, using a blend of data and storytelling. Demonstrated success in grant proposal and report writing required.
4. *Team Management & Development Operations:* Directly supervise, mentor, and support the Senior Associate, Development to operate with a high degree of accountability, performance, and collaboration. Provide lateral and vertical management to other senior leaders, including the Executive Director, SVP, Programs, and program leads to meet fundraising targets. Build and strengthen development operations, ensuring organization-wide consistent and high quality use of donor CRM (add Bloomerang), pipeline & management tools, and standard operating procedures for grant applications & reporting. Oversee all administrative duties of the Development department, including budget creation, revenue forecasts, expense monitoring, and technology needs.
 - a. Ideal candidates are experienced and empathetic managers who leverage individuals' strengths

and foster collaboration. Demonstrated experience leading diverse, remote teams and effectively partnering with other senior leaders to achieve results required. Experience with fundraising in matrixed organizations is highly desirable.

5. *Organizational leadership*: Serve as a senior leader, department head, and champion for SiX's vision, especially in a season of organizational change. Foster an organizational culture of philanthropy by making fundraising a shared responsibility, rooted in mission, relationships, and gratitude. As a member of the organization's primary governance bodies - the Executive Committee and Operating Committee - contribute to advancing the organization's strategic plan and driving organization-wide priorities. Provide ongoing support and stewardship of the Board of Directors in their role as fundraisers and external ambassadors.
 - a. Ideal candidates are enthusiastic advocates for SiX's long-term vision and collaborative governance approach, and have experience successfully catalyzing ambassadorship among Boards of Directors.

Core Competencies

All staff roles at SiX are grounded in a set of core competencies that are standardized across the organization based on the type of role you hold. As the Senior Vice President, Development you will be expected to demonstrate the following core competency expectations in your day-to-day work:

1. *Equity and Inclusion*. You have a sophisticated understanding of how racial, gender, economic, and social inequity impacts supervisory relationships, organizational culture, partnerships, and campaigns and coalition work, and successfully intervene in problematic dynamics to deepen a justice approach within your team and with partners.
2. *National Strategy and Oversight*. You are able to design the strategy, impact, and resource deployment for at least one of the organization's core program/issue areas.
3. *Staff Management*. You are able to hire, support, and cultivate the leadership of staff in your program/issue area. You effectively engage in and resolve conflict and you are able to adeptly manage across lines of difference within a multi-racial organization.
4. *External Partner Management and Movement Building*. You are able to identify, cultivate and maintain successful partnerships with external stakeholders in the implementation and impact of your department/issue area. You possess the ability to identify, recruit, hire, delegate and manage contractors and/or vendors to implement components of the work, on an as needed basis
5. *External Communications and Brand Management*. You are able to represent the organization and serve as a spokesperson and thought leader with legislators, the public, and members of the press. You advance the organization's reputation, profile, and brand with key stakeholders. You ensure departmental participation in national conferences and events, as needed. You possess excellent written and verbal communication skills.
6. *Knowledge Management*. You are able to design and manage systems, processes, and tools to better support the facilitation, collection, and sharing of knowledge that is generated by your portfolio. You

ensure consistent data collection and analysis on key project outcomes. You work collaboratively with the Executive Team and senior management to integrate cross-program activities and functions.

7. *Financial Oversight.* You are able to drive financial decision-making and resource allocation for your department/issue area. You are able to design and manage your department/issue area budget and synthesize financial information for organizational use.
8. *Fund Development.* You are able to drive the fund development strategy for your department/issue area. You are able to effectively design funding requests and communicate those ideas, both in writing and in-person, to targeted audiences.
9. *Compliance.* You are able to ensure that all activities within your program area/department, as well as the staff you manage, comply with relevant nonprofit laws and adhere to internal policies, practices, and protocols.
10. *Organizational Culture and Values.* You are able to ensure that you and all members of your team practice and uphold the organization's values in your day-to-day and long-term work. You steward and exemplify an organizational culture that is productive, collaborative, and equitable.

Organizational Values

All staff at SiX are responsible for upholding our organizational values, which were developed collaboratively by all staff. These describe the way we strive to do our work together and the kind of organizational culture we want to build. As the Senior Vice President, Development you will be responsible for demonstrating the following behaviors in carrying out your day-to-day work:

Adaptability and Imagination

We embrace learning from our past, present, and future, remaining open to new perspectives and innovative approaches. Change is necessary, and we actively cultivate the courage to envision and pursue possibilities beyond the status quo. We are committed to shifting our perspectives and processes when needed, embracing transformation within ourselves, our communities, and our organization.

Connection, Relationship, and Collaboration

Authentic relationships and principled partnerships are the foundation for building people-centered power. Trust, respect, and accountability guide how we work together, ensuring that the quality of our work is just as important as the path we take to achieve it. We approach challenges with honesty and integrity, valuing principled tension as necessary for progress.

Wholeness, Consideration, and Care

We recognize and honor the full humanity of ourselves and those around us. Everyone deserves joy, rest, safety, and respect, and we create flexible, caring work environments that uphold these values. We take responsibility for our emotions and actions, ensuring our engagement with others is grounded in thoughtfulness and care.

Belonging and Difference

We are committed to upholding the inherent value of all people across identities, experiences, and perspectives. We actively work against systems of oppression that harm the communities we are a part of and collaborate with, striving to build a world where equity and justice are the norm. We are intentional in addressing racism and continuously learning to shift behaviors, beliefs, and policies that reinforce injustice.

Sustainability and Perseverance

We prioritize the long-term sustainability of ourselves, our communities, and our organization by pacing our work, reducing harm, and fostering an environment of shared knowledge and abundance. We recognize that systemic change requires deep investment and generational commitment, and we are dedicated to doing the work necessary to build a thriving future.

Salary and Benefits

At SiX, we commit to equal pay for equal work. To counter pay inequality and uphold internal parity, we use a nonnegotiable starting salary system, while benchmarking our pay to highly competitive markets in the nonprofit sector. The nonnegotiable starting salary for this position is \$190,000. In addition, SiX offers competitive benefits including generous healthcare coverage options for you and your family, life insurance, a retirement match, flexible schedule and a generous leave and holiday schedule. More information about our benefits and compensation philosophy is available [here](#). This is a full-time, exempt position. The position is remote and open to anyone living in the United States.

How to Apply

Interested applicants should submit a compelling cover letter and resume to jobs@stateinnovation.org. Please indicate “SVP of Development” in the subject line of the email. Applications will be reviewed on a rolling basis until the position is filled.

State Innovation Exchange is an equal opportunity employer. We encourage people of color, Indigenous people, women, LGBTQ folks, and immigrants to apply for open positions. We do not discriminate on the basis of race, color, religion, gender, gender identity, sexual orientation, disability, national origin, age, marital, and/or veteran status or any other characteristic or activity protected by federal, state, or local law.