

The Tech Vice President of Development

Advancing an audacious plan to educate and inspire the next generation of tech innovators and problem-solvers through interactive hand-on, minds-on experiences, The Tech seeks a fundraising impresario to marshal the full power of the board and staff to directly solicit contributions from individual, corporate, government and foundation investors.

Over the next two decades, The Tech plans to deliver on its 20-year vision to develop problem-solvers locally, nationally and globally through the creation and distribution of world-class immersive STEM education resources.

In 1998 The Tech Interactive opened its iconic building in downtown San Jose to much hope and acclaim. It has since welcomed more than 10 million visitors, and is recognized locally, nationally and globally for its programming. With a mission “to inspire the innovator in everyone,” The Tech seeks to close the opportunity gap and prepare all children for our future, with a focus on those who are marginalized, have limited incomes, or are unable to gain access to educational resources. The Tech does this by sparking interest during their youth, teaching them skills and confidence as they grow, and eventually connecting them with networks, mentors, and career paths that will enable them to make their impact on the world. Building on The Tech’s experience, reputation, deep local roots and the national attention it has received, the board has set a goal of extending the reach of its programs and materials to 100 million people annually by 2040.

The Tech achieves its mission through a suite of fundable programs and activities:

- [The Tech Interactive](#) is a world-renowned science center where visitors explore hands-on activities, exploratory labs, design challenge experiences and interactive exhibits on climate change, robotics, innovations in healthcare, cybersecurity, AI and more. The Interactive also serves as an R&D center for experimenting with experiences that will scale via multiple platforms to reach more people around the world. In 2023, 350,000 people visited The Tech Interactive, including 100,000 students on field trips.
- [The Tech Challenge](#) invites teams of students grades 4-12 to use the engineering design process to solve a real-world problem and learn and gain confidence in science, technology and engineering. Every year participants spend months collaborating and becoming deeply engaged in a new challenge while documenting their progress and designs. Around 2500 students gather in San Jose for the annual Tech Challenge Showcase. In Kenya, over 2500 students have registered to participate in this fall’s Tech Challenge Nakuru, the first Tech Challenge outside the US.
- [The Bowers Education Institute](#) provides professional development support to educators and educational organizations to build skills and confidence for STEM teaching, including AI literacy. Resources created reach over two million students worldwide, and The Tech is currently training 22,000 teachers in Kenya. The STEM Pathways program works with industry partners to develop impactful career exploration resources and experiences for youth from backgrounds in underrepresented STEM fields.

The Tech is led by a dynamic CEO, an accomplished educator who is laser focused on regional, national and global scale to prepare the next generation of problem solvers, particularly those who face the most serious obstacles to success. The Tech has an annual operating budget of \$24M, with contributed revenue accounting for 65% of total revenue or approximately \$15.5M. The Tech employs a staff of 145.

THE POSITION

Reporting to the CEO and as a member of the Executive Team, the Vice President of Development is a creative and data-driven leader who will develop and drive a comprehensive fundraising strategy, annual development plan and the capital campaign to increase contributed revenue, secure vital investments, and foster authentic relationships to propel the vision of The Tech forward.

The Vice President will be a hands-on and deeply involved fundraiser who will leverage The Tech's brand and outcomes for institutional advancement. The Vice President will carry a major donor portfolio and will establish and steward relationships with prospective and current donors, foundations, corporations, government officials, others in the community in order to advance the organization's goals and initiatives, and will represent The Tech externally as an ambassador.

The Vice President will recruit, lead, develop and inspire a team of fundraising professionals; establish work plans, performance objectives, and goals for each team member and regularly review performance, professional development and training to achieve those goals.

The Vice President will deepen the organization's culture of philanthropy so that staff and board view all activities, exhibitions, programs, events, contacts and relationships as opportunities to market the organization and increase funding.

This is a highly collaborative environment that focuses on results achieved through innovative thinking, initiative, data analysis, focused action and open communication. Key factors contributing to the success of the Vice President will be the ability to develop deep, trusting relationships with the CEO, members of the board, and the Development team, and the ability to collaborate productively with peers on the Executive Team.

RESPONSIBILITIES

- Lead strategies to identify and create a pipeline of funders whose interests align to Tech programs; utilize technology and data analytics to inform and optimize fundraising activities and new donor identification.
- Manage the next stages of the \$80M capital campaign (\$15M of which has already been raised).
- Review the current fundraising support infrastructure to ensure that the organization can respond quickly, effectively, creatively and contextually to long-term financial requirements, short-term operating needs and donor interests and opportunities.
- In collaboration with the Learning team, identify and develop a pipeline of new funding sources particularly focusing on supporting pathways for STEM education and career development for students after high school.
- Collaborate with Marketing to raise awareness of The Tech and its programs, and develop a systematic communications strategy that addresses the needs, interests and concerns of each prospective donor group.
- Collaborate with the CEO and financial staff in the preparation of annual operating plans and budgets with specific analysis of general funding needs (for staff, marketing activities, operating infrastructure), and restricted giving opportunities (to fund programs, the capital project, etc.); incorporate fundraising targets into the budget of the organization.
- Develop and implement basic guidelines for corporate and other sponsorships and co-branding initiatives that will preserve the integrity of The Tech's brand.
- Energize and provide support to the board's fundraising activities.

PREFERRED EXPERIENCE

Candidates should have a combination of the following qualifications and characteristics:

- A mission-driven individual with a belief in and commitment to the mission of The Tech; a strong interest in and passion for technology, science, learning, innovation, discovery.
- 10+ years of management experience with organizations of a similar scale; skills in motivating, directing and managing staff and consultants, and in coordinating and supporting the fundraising activities of others.
- A record of personal success in raising major gifts from individuals, businesses, foundations, corporations and the public sector; a verified track record of meeting or exceeding measurable fundraising goals.
- Broad-based knowledge of various development activities including annual campaign, major gift, proposal and grant development, planned giving, capital campaign, sponsorship, event planning and management, leveraging fundraising databases and support systems for donor segmentation, research and volunteer management. Capital campaign experience is an advantage.
- Proven ability to build and maintain relationships with major donors, corporate partners, and community stakeholders, demonstrating exceptional networking and interpersonal skills.
- Proficiency in utilizing technology, CRM systems, and data analytics to drive fundraising efforts, optimize donor engagement, and implement data-driven decision-making processes. Familiarity with Tessitura, The Tech's current CRM, is an advantage.
- An exceptional communicator verbally and in writing; able to build enthusiasm for The Tech, its programs, and impact; adept at writing proposals, solicitation letters, donor correspondence, and other kinds of material for publication.
- A good listener and strategist; comfortable receiving input from many sources, and able to analyze and formulate disparate information into a sound, well-organized plan.
- Intrepid yet tactful; determined yet respectful of the concerns of others; someone with the flexibility and creativity needed to find alternative ways to reach funding objectives when barriers arise; a skilled negotiator who does not drive themselves or others into a corner.
- A hard worker with a high energy level; a "doer" with a willingness to work hands-on in developing and executing a variety of development activities.
- Emotionally mature with a very good sense of humor and the flexibility and sensitivity to work with diverse personalities and situations.
- A bachelor's degree or equivalent.

The compensation range for this position is \$190,000 - \$250,000. The position requires being on site three days a week, with flexibility to attend donor and other meetings and events on other workdays, weekends and evenings as needed.

For more information please contact:

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