



North10

Chief Development Officer



The Organization:

NORTH10 Philadelphia (NORTH10) is committed to improving the overall quality of life in the Hunting Park – East Tioga communities of North Philadelphia. Since 2007, the Lenfest Center has provided the youth of the Hunting Park-East Tioga sections of North Philadelphia with a welcoming, safe, and enriching refuge from systemic neighborhood violence, poverty, and a myriad of other trauma-inducing challenges. In 2018, North10, Philadelphia was formed as the parent organization, with the Lenfest Center as the cornerstone of innovative and inclusive efforts to revitalize this neighborhood. North10 has also expanded our original focus on youth to include all residents of our neighborhood.

North10, Philadelphia works with our neighbors in Hunting Park-East Tioga and employs a holistic model to address issues of systemic violence, poverty, and disinvestment that have induced trauma, created barriers, and challenged the health and prosperity of this community. In recognition of the research that shows that the neighborhood in which we are born and grow up significantly impacts our life outcomes, including educational path, potential earnings, economic mobility, and long-term health, we invest in infrastructure, people, and programming to address Social Determinants of Health (SDoH). In close collaboration with neighborhood stakeholders North10 has developed an array of programs to meet the evolving needs of all neighborhood residents. North10's goal is for our community to be home to high-quality, cradle-to-career educational options; dignified and affordable housing; a thriving cohort of local businesses and job opportunities; and a safer, cleaner, healthier, and greener environment. Our activities include workforce development; a free-choice, no-cost community market; out-of-school time programs for youth; and affordable housing.

Our Mission

Through strong partnerships with a shared vision and mutual accountability, North10, Philadelphia works to improve the life outcomes for community members in Hunting Park – East Tioga by facilitating economic growth, increasing housing options, enhancing learning opportunities, and promoting wellness so that current residents and future generations can live happy, healthy, and civically engaged lives.

Position Overview

Reports to: Executive Director

North10 Philadelphia seeks an entrepreneurial, strategic, and relationship-driven Chief Development Officer (CDO) to build and lead a best-in-class development function during a period of significant organizational growth and transformation.

This inaugural executive leadership role offers a unique opportunity to design and scale the systems, strategies, partnerships, and culture necessary to support North10's next chapter of growth. Reporting to the Executive Director and serving as a key member of the executive leadership team, the CDO will lead the organization's fundraising efforts while building the infrastructure, processes, and accountability systems needed to sustain long-term revenue growth and organizational impact.

The CDO will be responsible for developing and executing a comprehensive fundraising strategy that generates more than \$6 million annually and positions North10 for continued expansion. The successful candidate will bring deep knowledge of the Philadelphia philanthropic landscape, strong relationships with regional and national funders, and a proven ability to build high-performing development functions from the ground up.

Beyond fundraising success, the CDO will play a critical leadership role in strengthening cross-functional collaboration, enhancing board engagement in philanthropy, building stronger alignment between development and finance, and helping North10 evolve from a founder-supported organization to a sustainable, institutionally funded organization with a diversified revenue portfolio.

The ideal candidate is equally comfortable cultivating major donors, building organizational systems, coaching staff, partnering with executives, and navigating complexity within a fast-growing, mission-driven environment.

Key Responsibilities:

Fundraising Strategy and Revenue Growth

- Develop and execute a bold, multi-year fundraising strategy designed to increase and diversify revenue while advancing North10's mission and strategic priorities.
- Lead all fundraising activities with responsibility for achieving and exceeding annual revenue goals, including a target of \$6 million+ annually and long-term growth objectives.
- Build and manage a diversified funding portfolio that includes individual donors, foundations, corporations, government grants, special events, and emerging revenue opportunities.
- Identify and cultivate new philanthropic partnerships throughout Philadelphia and nationally, expanding North10's visibility and footprint among institutional and individual funders.
- Monitor trends in philanthropy, public funding, and community development to proactively identify opportunities and mitigate risks.
- Develop strategies that increase unrestricted funding and strengthen organizational sustainability.

Development Operations, Systems, and Financial Partnership

- Build and scale the development infrastructure required to support long-term growth, including CRM systems, donor pipelines, reporting tools, stewardship systems, and performance dashboards.
- Establish clear fundraising metrics, benchmarks, and accountability measures to monitor performance and inform decision-making.
- Create a disciplined forecasting and revenue management process that provides leadership with accurate fundraising projections and pipeline visibility.
- Partner closely with Finance to develop regular reconciliation, forecasting, revenue tracking, and reporting processes.
- Participate actively in annual budgeting, organizational planning, and revenue goal setting.
- Ensure leadership has timely and accurate information regarding fundraising performance, grant status, donor activity, and future revenue projections.

- Partner with Finance to ensure appropriate tracking, allocation, and reporting of restricted and unrestricted funds across North10 and affiliated entities.
- Strengthen organizational understanding of the relationship between development, finance, and strategic planning.

Donor Engagement and External Leadership

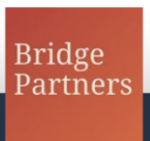
- Personally manage a portfolio of high-capacity donors, foundations, corporate partners, and strategic prospects.
- Lead the organization's donor cultivation, solicitation, stewardship, and retention strategies.
- Build a culture of proactive relationship management and timely follow-up that increases donor engagement, retention, and long-term investment.
- Serve as a visible ambassador for North10 throughout the philanthropic, civic, corporate, and nonprofit sectors.
- Expand North10's presence among regional and national funders while strengthening relationships with existing partners.
- Partner with the Executive Director and Chief External Affairs Officer to identify and pursue strategic funding opportunities.
- Ensure appropriate engagement of executive leadership, board members, and other stakeholders in donor cultivation and stewardship activities.

Executive Leadership and Cross-Functional Partnership

- Serve as a trusted advisor to the Executive Director and executive leadership team on fundraising strategy, organizational growth, and external partnerships.
- Build a highly collaborative partnership with the Chief External Affairs Officer, aligning fundraising, communications, marketing, government relations, corporate engagement, and external positioning strategies.
- Partner with the Chief of Staff to establish effective systems for cross-functional communication, planning, and accountability.
- Foster collaboration across departments and break down organizational silos through transparent communication and shared goals.
- Lead with emotional intelligence, humility, adaptability, and a commitment to continuous learning.
- Help strengthen organizational decision-making through data, planning, and disciplined execution.
- Navigate complexity, change, and rapid organizational growth while maintaining strong relationships and trust across teams.

Board Development and Fundraising Capacity

- Partner with the Executive Director and Board leadership to strengthen board engagement in fundraising, stewardship, and external relationship development.
- Support efforts to build a fundraising-oriented board culture while recognizing varying levels of fundraising experience among board members.
- Establish practical tools, structures, expectations, and accountability systems that enable board members to contribute meaningfully to fundraising efforts.



- Support ongoing board recruitment efforts by identifying opportunities to expand the organization's philanthropic networks and influence.

Team Leadership and Culture Building

- Recruit, develop, and lead a high-performing development team capable of supporting North10's future growth.
- Provide coaching, mentorship, and professional development opportunities to team members.
- Establish a culture of accountability, operational excellence, continuous improvement, and shared ownership of results.
- Promote collaboration, transparency, and relationship-centered leadership practices throughout the department.
- Model North10's values through servant leadership, authenticity, inclusiveness, and respect for diverse perspectives.

First-Year Priorities

The successful candidate will:

- Conduct a comprehensive assessment of North10's current development systems, staffing structure, fundraising practices, and donor pipeline.
- Develop a strategic fundraising plan that positions the organization for sustained growth and increased revenue.
- Build strong working relationships with the Executive Director, Chief External Affairs Officer, Finance leadership, Board members, and key external stakeholders.
- Establish reliable forecasting, reporting, and revenue management systems.
- Expand the organization's donor pipeline, particularly among individual, corporate, and national philanthropic funders.
- Strengthen donor stewardship and relationship management processes.
- Build greater alignment between development, finance, communications, and executive leadership.
- Create the foundation for a scalable development operation capable of supporting North10's long-term growth.

The Leader:

Qualifications

- 12-15+ years of progressively responsible leadership experience in fundraising, development, philanthropy, or nonprofit management.
- Demonstrated success building development systems, teams, and fundraising strategies from the ground up.
- Proven track record securing significant revenue from multiple funding sources, including major gifts, foundations, corporations, and public funding.



- Experience creating fundraising infrastructure, performance management systems, and donor pipeline processes.
- Experience partnering effectively with executive leaders, boards, and cross-functional teams
- Deep knowledge of the Philadelphia philanthropic community with established relationships among donors, foundations, corporations, and civic leaders.
- Experience working within complex organizations and managing multiple stakeholders.

The successful candidate will demonstrate:

- Strategic thinking and strong execution skills.
- Exceptional relationship-building and stakeholder management abilities.
- High emotional intelligence and strong interpersonal effectiveness.
- A collaborative and team-oriented leadership style.
- The ability to influence without authority and build consensus across diverse perspectives.
- Strong operational discipline, planning skills, and attention to detail.
- Comfort navigating ambiguity, change, and organizational growth.
- Executive presence and the ability to represent North10 publicly.
- Commitment to equity, community partnership, and resident-centered approaches.
- Authenticity, humility, adaptability, and a learning mindset.

Why This Opportunity Matters

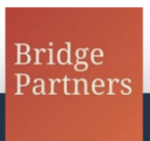
This is a rare opportunity to build an executive-level development function from the ground up within one of Philadelphia's most innovative community development organizations. The Chief Development Officer will play a pivotal role in shaping North10's future, expanding its impact, strengthening its sustainability, and helping ensure that residents of Hunting Park-East Tioga and surrounding communities continue to thrive for generations to come.

Location:

Philadelphia, PA

Compensation:

\$150,000 - \$180,000



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If you have an interest in this opportunity, please share a resume and brief cover note to:

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