



Position Brief Chief Development Officer Center for Policing Equity

June 2024



About The Organization

Established as a vanguard in the pursuit of social justice and equitable public safety, the Center for Policing Equity (CPE) operates at the nexus of rigorous research, data-driven insights, and actionable advocacy. At its core, CPE is driven by a collective of research scientists, race and equity experts, data and policy virtuosos, former law enforcement officers and community advocates, each committed to unraveling the complex web of racial disparities woven into the fabric of law enforcement and public safety systems.

Through meticulous analysis and cutting-edge methodologies, CPE illuminates the stark realities of inequity within these systems, confronting the deep-seated biases and systemic injustices that perpetuate disparities. Armed with empirical evidence, CPE endeavors to dismantle these barriers to equality, utilizing science as a powerful tool to forge pathways toward lasting change.

Central to CPE's approach is its unwavering dedication to collaboration and partnership. By fostering meaningful alliances with communities affected by systemic injustice and law enforcement agencies tasked with safeguarding public safety, CPE bridges divides, fosters dialogue, and cultivates trust. Through these partnerships, CPE not only identifies areas for improvement but also facilitates the co-creation of solutions grounded in mutual understanding and shared goals.

Moreover, CPE's work extends beyond the realm of research and analysis; it is fundamentally rooted in action and advocacy. By leveraging its findings to inform policy recommendations, community interventions, and training initiatives, CPE translates knowledge into tangible outcomes, driving systemic change from the grassroots up to the highest levels of governance.

Ultimately, the Center for Policing Equity serves as a beacon of hope and progress in the pursuit of a more just and equitable society. By harnessing the transformative potential of data and the power of collaboration, CPE envisions a future where public safety is not only achieved but is intrinsically linked to principles of fairness, trust, and racial equity. In this vision, CPE stands as a testament to the enduring impact of science-driven advocacy in shaping a better world for all.

Co-Founder & CEO: Dr. Phillip Atiba Solomon



The Position

The Center for Policing Equity (CPE) seeks an experienced Chief Development Officer with an unwavering passion for social justice issues. The CDO is responsible for overseeing, planning, implementing, and assessing CPE's fundraising and stewardship strategies, in support of the organization's strategic vision and growth. This role will effectively represent the organization's interests and priorities to internal and external constituencies and will work in close collaboration with CPE Leadership, the Board, and other leaders to achieve CPE's philanthropic goals.

The CDO reports to the Executive Vice President of Program Strategy, manages a team of seven direct and indirect reports, and collaborates with the Communications team on donor-facing communications and corporate sponsorships. The CDO also works in close collaboration with the CEO, CPE Leadership Team, Board, and other key staff members.

Duties & Responsibilities

- Oversee a portfolio of major gift donors and prospects, and lead by example in a mission-driven working environment that balances the need and relevance of programs with the efficiency of best business practices, fiscal accountability, and organizational impact.
- Collaborate with the Office of the CEO, Finance and Operations, and Board leadership to develop short- and long-term fundraising goals, strategies, and benchmarks to strengthen commitment from current donors and to expand the pipeline of new funders.
- Participate in the development and implementation of a comprehensive strategic fundraising plan to expand CPE's donor community, raising funds that integrate and align with CPE's goals, values, and mission.
- In partnership with the leadership team, develop and manage fundraising budgets; be accountable for benchmarks related to fundraising and revenue goals; and in partnership with finance, ensure effective use of analytics, data, and metrics to forecast and track progress and success of fundraising strategies and tactics.
- Oversee development staff charged with executing multi-faceted grant solicitation, management, and reporting responsibilities.
- Actively utilize effective storytelling – to engage, cultivate, solicit, and steward donors and prospects.
- Develop and oversee an effective, diversified and targeted donor solicitation plan, including proposals, appeals, reports, presentations, and newsletters; collaborate with the Communications team to ensure consistent messaging and outreach strategies.
- Leverage technology platforms that best serve fundraising activities; and, assist with integration of the database into Salesforce.
- Engage proactively, and collaboratively with members of the Senior Leadership Team as required to execute the duties of this position.



The Candidate

The CDO will be a values-oriented executive with a demonstrated commitment to diversity, equity, and inclusion who exhibits the CPE Senior Leadership core competencies including:

Competencies & Areas of Expertise

- Future Vision – sets the organization’s vision and promotes it by clearly articulating where the organization needs to be in future.
- Leadership – continually invests in and cultivates meaningful genuine connections with team members and colleagues.
- Strategic Communication – promotes transparency by clearly and concisely articulating ideas, opinions, and information in accordance with CPE’s values.
- Organizational Agility – adapts to evolving external and internal environments by managing potential changes and risks to reduce impact.
- Decision-Making – draws conclusions based on available data and facts in a logical systematic fashion.
- Execution – strives to meet or exceed strategic targets as quickly as possible by leveraging available resources and solving problems creatively to get the job done.

Essential Qualifications

- Bachelor’s degree required; Advanced degree highly desired in areas of finance, public administration, business administration or another relevant field.
- Minimum 10 years of experience as a senior development or advancement officer, ideally in public safety reform, racial or social justice, or advocacy-focused nonprofits with a solid
- Track record of raising funds from individuals, foundations, government institutions, and corporations.
- Excellent spoken, written, and presentation skills; goal- and detail-oriented.
- Sound financial management, with a fluency in non-profit revenue principles.
- Proven success managing and implementing a comprehensive fund development program and increasing financial results across campaigns.
- Ability to “lead through others” including delegating as needed and setting teams up for success; ability to gracefully inspire excellence in staff.
- Knowledge and experience in all aspects of philanthropy, including giving trends, benchmarks, and best practices; understanding fundraising techniques and strategies, data analytics, and development operations, such as gift processing, prospect and donor research, and fundraising reporting.
- Track record of successfully establishing and nurturing effective working relationships with leadership, Board, donors, prospects, and staff.
- Highest ethical standards and respect for confidentiality.



- Ability to travel across the US to meet with donors, prospects, and volunteers.
- Energy, initiative, creativity, and drive; high compassion and emotional maturity; ability to perform at a high level in a fast-paced environment and manage multiple projects to meet deadlines.
- Experience and comfort with technology including fundraising CRM's.

Location & Remuneration

CPE is a remote organization. Range: low \$200,000's USD. The base salary for this position will vary based on job-related criteria including relevant skills, qualifications and experience, among other factors.

In addition to the compensation range above, this role is eligible for:

- Employer-sponsored health benefits
- Generous time off policies; including paid parental leave
- Annual professional development allocation
- Cell phone reimbursement
- Home internet reimbursement
- Monthly work-from-home stipend
- A one-time stipend for home office set up
- A mental health app subscription

We appreciate all expressions of interest, referrals, or nominations for this role. A comprehensive CV along with a cover letter which sets out your motivation to take on such a role and encapsulates the aspects of your experience relevant to the required criteria would be appreciated.

To do so, or to arrange for a conversation in confidence, please contact:

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