



Senior Director of Development

Sorrell is proud to partner with Dress for Success Houston (DFSH) in its search for a new Senior Director of Development. Dress for Success Houston is a 501(c)(3) nonprofit organization whose mission is to empower women to achieve economic independence by providing a network of support, professional attire, and the development tools to help them thrive in work and in life. Since its inception in 1998, the organization has served more than 48,000 women across the Greater Houston region through career services, education, and professional development programs.

Under the leadership of its President since 2019, DFSH has expanded its reach and impact through strategic investments in technology, the rapid deployment of virtual programming, and the continued evolution of its workforce development offerings. With the current operating budget at approximately \$5 million, the organization is now entering a new phase of growth, with plans to significantly scale its development program—from approximately \$3–3.5 million annually today to as much as \$6–7 million over the next five years.

The Development Department plays a vital role in advancing DFSH’s mission by generating the philanthropic support necessary to sustain and expand its programs. Revenue is derived from a diverse mix of individual donors, corporate partners, foundations, and a robust calendar of fundraising events. DFSH benefits from an engaged Board of Directors, Advisory Council, and Corporate Guild, all of which contribute to fundraising efforts and community visibility.

DFSH offers a collaborative, mission-driven, and team-oriented culture. With a staff of approximately 22 full-time and 7 part-time employees, the organization has built a strong internal culture rooted in shared purpose, cross-functional collaboration, and a deep connection to the women it serves.

For more information on Dress for Success Houston and its impactful work in the community, please visit www.dfshouston.org.

Position Overview

Reporting to the President and working closely with the Board of Directors and senior leadership team, the Senior Director of Development will advance a comprehensive and scalable philanthropic development program to support DFSH’s near- and long-term goals. Currently reporting directly to this position are the Development Manager, Events and Development Manager, Development Coordinator, and Marketing and Communications contract support.

As a member of the leadership team, this individual will provide strategic direction and hands-on leadership across all areas of fundraising, including major gifts, corporate partnerships, foundation support, and events. The Senior Director will be responsible for driving revenue growth, strengthening donor engagement, and building the internal capacity necessary to support the organization’s continued expansion.

This individual will also play a key role in strengthening the internal development infrastructure—enhancing systems, processes, and team coordination to ensure the organization is well-positioned to support its continued growth.

This role offers a unique opportunity to shape the future of DFSH’s fundraising strategy, partner closely with an engaged President and Board, and build a high-performing development function that advances economic opportunity for women across the Houston region.

Highlights of the Senior Director of Development’s Responsibilities

Strategy, Vision, and Leadership

The Senior Director of Development will serve as a key member of the leadership team and an active participant in organizational strategy and decision-making.

Specific responsibilities include:

- Developing and implementing annual and multi-year fundraising strategies aligned with DFSH’s growth trajectory and strategic priorities
- Partnering closely with the President to align development initiatives with organizational goals and mission impact
- Partnering closely with the President on key donor relationships while helping to expand broader team capacity for sustained donor engagement
- Providing leadership in identifying, cultivating, soliciting, and stewarding philanthropic support
- Leading, managing, and mentoring a development team of four, with responsibility for building additional capacity over time

Fund Development and Revenue Growth

- Directing efforts to grow and diversify philanthropic revenue from individuals, corporations, and foundations
- Managing a personal portfolio of major donors and corporate partners, with a focus on securing transformational gifts
- Expanding individual giving as a key area of opportunity, building on the organization’s strong base of corporate and foundation support
- Expanding individual giving as a key area of opportunity for growth
- Strengthening corporate partnerships and sponsorship strategies
- Identifying and pursuing new funding opportunities that support DFSH’s mission and long-term sustainability

Event Fundraising and Donor Engagement

- Providing strategic oversight of DFSH’s extensive calendar of 30+ annual events, including approximately 10 major fundraising events
- Ensuring that events effectively support revenue generation, donor cultivation, and mission visibility
- Ensuring events are aligned with broader fundraising strategy and contribute to long-term donor engagement and relationship development
- Partnering with volunteer leaders, event chairs, and sponsors to enhance engagement and fundraising outcomes
- Developing meaningful donor experiences that strengthen long-term relationships

Board and Volunteer Engagement

- Supporting the Board of Directors and Advisory Council in their fundraising and ambassador roles
- Equipping board members with the tools and strategies needed to cultivate and solicit donors
- Leveraging DFSH's Corporate Guild and volunteer network to expand reach and engagement
- Participating in board meetings and providing regular updates on fundraising performance and strategy

Development Operations and Infrastructure

- Overseeing development operations, including donor stewardship, grants, and reporting
- Utilizing Salesforce and other tools to track performance, manage donor pipelines, and inform strategy
- Managing the development budget and ensuring strong return on investment across initiatives
- Building systems, processes, and reporting capabilities that support scalability and long-term growth

Essential Skills and Experience

The ideal candidate will be an experienced development professional with a strong track record of fundraising success and the ability to build and sustain meaningful relationships.

Qualifications include:

- Seven or more years of nonprofit fundraising experience, including major gifts, corporate partnerships, or institutional giving
- Demonstrated success securing significant philanthropic support
- Experience with fundraising campaigns or organizational growth initiatives preferred
- Strong relationship-building and donor cultivation skills
- Experience managing teams and collaborating across departments
- Experience working with boards and volunteer leadership
- Proficiency with Salesforce or similar CRM systems
- Bachelor's degree required; CFRE or similar credential a plus

Desired Personal Attributes

- Visionary and strategic thinker with the ability to translate ideas into actionable plans
- Highly relational, with strong emotional intelligence and the ability to build trust across diverse stakeholders
- Collaborative leader who thrives in a team-oriented, highly relational, mission driven environment where success is achieved through shared ownership and partnership
- Entrepreneurial and growth-oriented, with the ability to scale programs and infrastructure
- Hands-on and adaptable, comfortable operating in both strategic and executional capacities
- Deeply committed to DFSH's mission and the women it serves

Compensation

Compensation is competitive and commensurate with experience, with an anticipated salary range of \$150,000–\$170,000, along with a comprehensive benefits package.

Application and Referral Process

Applicant review is currently underway and will continue until the candidate has been selected. To nominate or be considered for this position, please contact Priscilla Plumb at priscilla@sorrellco.com /

281.224.0881 or Stacie Gaff at stacie@sorrellco.com / 832.594.1925. All inquiries will be held in confidence.

About Sorrell

Sorrell is a highly relational provider of executive recruiting. Our mission is to serve as partners with our clients to accelerate their efforts to attract, hire and retain talent that impacts the future of the organization. For more information, call 713.840.1870.