



---

Director, Community Impact  
Reports to the Chief Executive Officer

---

### **LDI Mission**

Leadership Delaware, Inc. (LDI) recruits and mentors outstanding Delawareans and prepares them with the knowledge, vision, and networks to significantly impact and transform their communities, and to excel at community, nonprofit, political, professional, and corporate leadership within the First State.

### **Director, Community Impact – Job Summary**

The **Director, Community Impact** of Leadership Delaware, Inc. (LDI) plays a critical role in ensuring the organization's operational success, collaborating closely with the Chief Executive Officer (CEO) to drive LDI's mission forward. The ideal person for this role thrives at the intersection of strategy and operations – with a strong desire to win big. This individual enjoys creating mutually beneficial partnerships, telling compelling stories about mission and impact, and chasing after measurable results. They have the courage to make the ask for resources and the accountability to follow through, even when their schedule is hectic.

Key functions of the role include:

- Leading and organizing Program Partner outreach and follow-through
- Leading and organizing Alumni Engagement programming and events
- Leading LDI marketing and communications
- Leading LDI fundraising through grants, individual giving, and planned giving
- Guiding the design and structure of new programming
- Identifying and creating opportunities for LDI to amplify impact in the community

### **Leading and organizing Program Partner outreach and follow-through**

The Director, Community Impact, plays a leading role in building relationships and collaborative partnerships with organizations across Delaware and the surrounding region. They guide the design and execution of the organization's Development Plan and support the work of the LDI Board Community Partnership Committee (CPC). The Director works closely with the CEO on the design of the LDI Program Partner and Event Sponsorship models and works proactively to engage current and new corporate partners at every level. They will establish and achieve aggressive targets for building new relationships and expanding awareness and engagement between LDI and companies across business sectors.

### **Leading and organizing Alumni Engagement programming and events**

The Director plays a leading role in enhancing ongoing engagement of the nearly 400 (and growing) LDI Fellowship alumni. They will work collaboratively with the CEO and LDI Board Alumni Engagement Committee (AEC) to foster lasting connections between alumni and the organization. This includes launching innovative programs that promote continued alumni education, networking, and collaboration. This role requires building strong, personalized, relationships with alumni across class years through one-on-one meetings, tailored communications, and consistent outreach via email and social platforms. Additionally, it

involves gathering feedback and using data to refine engagement efforts, ensuring they remain relevant and effective. The position involves collaborating closely with the alumni community to ensure events are well-executed and meet their interests and needs, while promoting lifelong learning and encouraging alumni to stay engaged.

### **Leading LDI marketing and communications**

The Director will partner with the CEO and Program Manager to craft and execute a marketing plan that promotes and grows LDI. The Director will focus on sharing compelling, mission-driven stories of LDI impact on developing leaders at all phases of their careers, supporting healthy cultures within organizations, and expanding our collective community impact. Responsible for creating press releases, updating the organization's website, creating and sending newsletters and mass emails, designing marketing and sponsorship materials, negotiating media trade agreements and external sponsorships, and overseeing the management of all social media platforms.

### **Leading LDI fundraising through grants, individual giving, and planned giving**

The Director will help to guide other development and fundraising strategies to support the mission of LDI. This will include identifying grant opportunities to support LDI and leading the writing, submission, and follow-through on grant applications. This will also include the ongoing development of new and existing relationships with members of the community who may support LDI through individual and planned giving. The Director will focus on Development best practices and bring new ideas and initiatives to the table to ensure a thoughtful and current approach to giving and donor engagement.

### **Guiding the design and structure of new programming**

The Director will support the design of new LDI programming to engage and develop new services to expand the LDI mission of developing leaders to make transformational change across Delaware. This may include programming to develop younger leaders through college training, internships, and successfully launching their early career. It may also include listening to the needs of our organizational partners and setting up new programming to meet specific needs (for senior leaders, for new leaders in the community, for Boards, etc.).

### **Identifying and creating opportunities for LDI to amplify impact in the community**

The overarching theme for this role will be focused on amplifying the impact of LDI, and the broader LDI network, across the community. The Director will play a key role in listening to LDI stakeholders (Board, speakers, Fellows, businesses, community leaders, etc.) and exploring unique ways for LDI to continue to give back and drive meaningful, measurable, change to make Delaware a better place to live and work.

### **Qualifications**

- Relationship Building: Strong network of relationships with influential individuals and organizations; understanding of best practices for enhancing alumni engagement.
- Sales / Fundraising: Experience in fundraising, donor relations, grant writing, and creating new revenue streams.
- Communication: Excellent written and verbal communication skills.
- Marketing Expertise: Experience with marketing and communications strategy, content creation, and social media management.

- **Process Management:** Strong skills in using systems and tools to improve productivity, communication, and team effectiveness.
- **Board Experience:** Proven experience working with a Board of Directors or equivalent.
- **Leadership:** Demonstrated ability in leading people and projects with a focus cultivating a values-oriented leadership approach consistent with the LDI mission.

### **Key Skills**

- **Strategic Sales and Development:** Expertise in relationship-focused grant management, fundraising, sales pipeline development, and execution
- **Accountability:** Highly self-driven and consistent in ensuring seamless follow-through with all key LDI stakeholder groups. Sets and maintains high standards for producing measurable results.
- **Public Speaking:** Confident and skilled in public speaking, representing LDI in front of diverse audiences.
- **Innovation:** Ability to identify and implement new ideas and transform those ideas into concrete operational plans.
- **Team Collaboration:** Able to work well within both small teams and large groups, fostering a collaborative work environment.
- **Adaptability:** Comfortable working in a fast-paced environment and managing multiple priorities simultaneously.
- **Technical Proficiency:** Skilled in using various technology platforms for communication, marketing, and operational efficiency. Seeking expertise with Salesforce, Canva, online giving / sales platforms, MS Office, social media platforms.

This position offers an exciting opportunity to play a pivotal role in the growth and success of Leadership Delaware, Inc., advancing its mission of nurturing transformative leaders for Delaware's future.

The ideal candidate will be a dynamic, collaborative leader committed to both operational excellence and long-term strategic growth.

The role is a full-time salaried position with a competitive salary, benefits, bonus potential, vacation, and 401k.