



JOB OPPORTUNITY

VICE PRESIDENT OF DEVELOPMENT

OPPORTUNITY

Catalyst CT is seeking a dynamic and visionary Vice President of Development to serve as the organization's fundraising strategist, responsible for building and leading a diversified, sustainable fundraising program that advances mission impact and long-term financial health. The Vice President of Development is an experienced, strategic leader skilled at building trust with donors, funders, and partners, and able to translate Catalyst CT's work into a powerful case for investment. They are entrepreneurial in approach, comfortable setting ambitious revenue goals, and adept at mobilizing people, resources, and ideas to achieve them.

Reporting directly to the President & CEO and serving as a key member of the Senior Leadership Team, the Vice President of Development will represent Catalyst CT at influential tables and help shape the organization's strategic direction. This role is pivotal in driving Catalyst CT's fundraising strategy and external engagement, while building diversified revenue streams and strengthening the organization's visibility and influence.

ABOUT CATALYST CT

Catalyst CT, formerly RYASAP, is a nonprofit organization based in Bridgeport, Connecticut, with a mission to ensure the safe and healthy development of youth, young adults, and families by engaging communities, public officials, and leaders around issues that matter most.

Catalyst CT serves as the DMHAS-designated Regional Behavioral Health Action Organization (RBHAO) for Southwest Connecticut and is widely recognized for leadership in violence prevention, behavioral health promotion, AmeriCorps service programs, and restorative justice. With a current budget of \$5M and 40 staff, Catalyst CT delivers multi-site, multi-program impact across Fairfield County and beyond. To learn more, visit <https://catalystct.org/>

KEY RESPONSIBILITIES

Fundraising & Revenue Leadership

- Lead and implement Catalyst CT's overall fundraising strategy, driving sustainable revenue growth across annual giving (direct mail, digital/online giving, and mid-level giving), major gifts, planned and legacy giving, corporate sponsorships, and institutional funding.
- Set priorities, goals, and performance expectations; develop the annual development budget and revenue projections; develop compelling cases for support aligned with organizational strategy.

- Identify, cultivate, and secure major gifts and philanthropic investments, including personally managing a portfolio of high-capacity donors and prospects.
- Partner closely with the President & CEO to drive top-tier donor engagement, solicitations, and stewardship.
- Guide and activate the Board of Directors in fundraising strategy, engagement, and relationship development.
- Provide leadership and support for fundraising and engagement events, partnering with internal teams and volunteers to enhance sponsorships, donor engagement, event execution, and post-event stewardship.
- Lead institutional fundraising strategy, including government grants, foundation partnerships, and public-sector relationships.
- Build the organization's capacity for future campaign fundraising, laying the groundwork for capital or comprehensive campaigns as Catalyst CT's growth warrants.
- Track performance and donor trends; translate insights into strategic recommendations for the President & CEO and Board.

Leadership & Collaboration

- Serve as a senior member of the leadership team, integrating fundraising and communications into organizational planning and decision-making.
- Partner with the President & CEO, Board, and cross-functional leaders to advance external engagement, revenue growth, and mission impact.
- Represent Catalyst CT at senior and executive leadership tables, helping shape strategy and address systemic barriers affecting the communities served.
- Leverage data, analytics, audience insights, and engagement metrics to evaluate effectiveness, refine strategies, and strengthen organizational brand reach and engagement.
- Lead and manage a motivated development and marketing communications team, including the Director of Development, Marketing Communications Manager, and Marketing Communications & Operations Coordinator.

Marketing & Communications (in service of Fundraising)

- Oversee donor-centered marketing communications strategies aligned with and in service of fundraising goals.
- Guide organizational brand positioning, messaging, and visual identity for donor- and funder-facing materials.
- Partner closely with program leadership to develop accessible and compelling narratives for funders, partners, policymakers, and the public.
- Lead organizational storytelling efforts that elevate participant voice, demonstrate measurable impact, and strengthen Catalyst CT's reputation as a trusted community leader and advocate.
- Expand Catalyst CT's visibility, influence, and reach through strategic partnerships, media opportunities, public engagement, speaking opportunities, and thought leadership initiatives.

QUALIFICATIONS

Ideal Skills & Experience

- Minimum 10 years of progressive experience in major gifts, annual giving, donor communications, stewardship, and/or development operations, as well as experience in brand and marketing communications leadership.
- Demonstrated success managing multi-channel donor communications and appeals.
- Demonstrated success creating and implementing an organizational donor development strategy.
- Experience managing a donor portfolio and supporting a major gifts pipeline.
- Bachelor's degree required (or equivalent professional experience).
- CFRE certification preferred or demonstrated intent to pursue CFRE.
- Proficiency with donor CRM systems (Neon, Salesforce, Raiser's Edge, or similar).
- Ability to use data and metrics to inform strategy and improve donor engagement.

Attributes

- Strategic fundraising leader with a proven ability to drive revenue growth and build lasting donor partnerships.
- Compelling communicator and brand steward who translates impact into persuasive, mission-driven messaging.
- Trusted relationship-builder with the presence to engage executives, Board members, and external partners.
- Collaborative people leader who develops strong teams and drives accountability.
- Values-driven professional committed to equity and addressing systemic barriers for communities served.

COMPENSATION & BENEFITS

This position is a full-time exempt, salaried position located in the Bridgeport office. The salary range is \$125,000-\$140,000 dependent on relevant qualifications and experience. The successful candidate will be offered medical and dental insurance; retirement, life and disability insurance; and PTO.

HIRING PRACTICES

Catalyst CT is an Equal Opportunity Employer. All qualified applicants will be considered without regard to race, color, religion, sex, gender identity, age, sexual orientation, national origin, veteran, or disability status.

TO APPLY

The search is being conducted by The Strategy Group. Please submit a resume and a compelling letter of interest via email. All cover letters and resumes should be sent as ONE PDF DOCUMENT titled "Last Name Cover Letter and Resume" to nonprofitjobs@thestrategygroupllc.org. Please title emails as CATALYST CT VP SEARCH in the Subject Line. Applications will be accepted until the position is filled.