



Chief Development Officer

About Furkids

Founded in 2002, Furkids has grown into the largest no-kill, cage-free animal sheltering organization in the Southeastern United States. What began as a grassroots effort to save homeless cats has evolved into a comprehensive, multi-facility network that rescues, rehabilitates, and rehomes more than 5,000 cats and dogs each year. Furkids now operates state-of-the-art shelters, a thriving medical clinic, adoption centers, and multiple thrift stores whose proceeds help sustain the mission. With nearly 100 staff members and over 1,000 dedicated weekly volunteers, Furkids is a recognized leader in lifesaving animal welfare, community engagement, and compassionate care. The organization's mission is rooted in giving every adoptable animal the chance to live, love, and thrive in a permanent home.

Position Summary

The Chief Development Officer (CDO) serves as a key member of the senior leadership team and a strategic partner to the CEO in shaping the organization's overall direction and growth. This leader is responsible for designing, implementing, and managing all fundraising and development initiatives to increase Furkids' visibility, impact, and financial sustainability. The CDO will cultivate major gifts, grants, corporate and foundation partnerships, special events revenue, and other philanthropic support while expanding and diversifying Furkids' donor pipeline. Working closely with the CEO, board of directors, staff, and volunteers, the CDO will build the infrastructure and relationships required to support a multi-million-dollar annual budget and advance both current and emerging organizational priorities. The CDO also plays a critical role in building external alliances, strengthening donor stewardship, and equipping board members to fulfill their fundraising responsibilities.

Position Duties and Responsibilities

Development Strategy

- Partner with the CEO and Board of Directors to design and implement a comprehensive, multi-channel development strategy encompassing donor retention, recognition, engagement, corporate and foundation relations, government funding, individual giving, and event revenue.
- Serve as a member of the senior leadership team, contributing to organizational planning and decision-making.
- Research and analyze philanthropic and sector trends to position Furkids for long-term sustainability and growth.
- Collaborate with the CEO to identify internal and external funding opportunities that support organizational priorities.
- Build a robust planned giving program to cultivate and sustain legacy donors for Furkids.

Fundraising

- Lead efforts to cultivate meaningful relationships, steward more than 15,000 annual donors, and expand opportunities for increased philanthropic support.
- Work with the CEO to develop, write, and execute select major gift and grant proposals; maintain an archive of proposals and donor materials for long-term stewardship.
- Monitor, evaluate, and report regularly on fundraising performance, trends, and benchmarks.
- Engage, mentor, and nurture staff, board members, and volunteers to strengthen fundraising capacity organization-wide.

Donor Stewardship

- Maintain and strengthen long-term relationships with donors and prospects, ensuring consistent, personalized stewardship.
- Oversee donor information systems; analyze and present giving trends and donor data to leadership and the board.
- Develop and implement a stewardship matrix designed to deepen donor engagement at all levels including building and growing a robust planned giving program to cultivate legacy donors.
- Evaluate and recommend improvements to donor database software and reporting tools.
- Listen attentively to donors, ensuring individualized attention and long-term relationship-building.

Leadership

- Train and mentor Furkids staff, volunteers, and Board members on development goals, strategies, and best practices to support organization-wide fundraising success.
- Lead development staff and contribute to a collaborative, high-performing, and mission-driven team culture.
- Inspire a spirit of innovation, adaptability, and shared ownership of fundraising initiatives across the organization.

Candidate Qualifications

- A passion for animals, people, and Furkids' mission.
- Bachelor's degree and a minimum of 5 years of professional experience in a multi-faceted development role, including project and/or staff management.
- Proven fundraising success across diverse revenue streams with tangible results and demonstrated ability to expand and cultivate donor relationships and identify new prospects.
- Strong project leadership skills, including planning, executing, and managing development initiatives; ability to collaborate with the CEO and Board of Directors and lead development staff effectively.
- Entrepreneurial mindset with a proactive approach to cultivating new donor relationships and deepening existing ones.
- Exceptional communication skills with the ability to create compelling written and oral presentations and articulate complex ideas clearly.
- Skilled at inspiring and influencing others, presenting creative ideas, and building strong, trust-based relationships with stakeholders.
- Collaborative team player with a flexible, adaptable work style and a commitment to shared organizational goals.

- Strong relationship-building and time-management skills, with excellent attention to detail.
- A positive, bold, and confident “can-do” spirit and presence as a leader.

Working Conditions

- Work is performed primarily in an office environment located within one of Furkids’ shelter facilities, requiring occasional direct interaction with shelter animals and collaboration with staff and volunteers.
- Significant time will also be spent outside the office engaging with donors, volunteers, partners, and prospects.
- This is a full-time position with growth potential for both professional and personal development.
- The CDO will maintain a regular schedule within the professional office setting but must be available for some evenings and weekends to participate in board meetings, donor gatherings, fundraising events, and community activities.

Contact

All inquiries, applications, and candidate nominations should be directed to David Batten, Director of Business Operations at The Batten Group.

David Batten, Director of Business Operations
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POLICY ON PLACEMENT AND RECRUITING

The Batten Group and Furkids are equal-opportunity employers committed to the principles of non-discrimination in the workplace. Candidates will not be discriminated against on the basis of age, creed, color, religion, sex, sexual orientation, national origin, disability, marital status, or any other basis that is prohibited by federal, state, or local law.