KIPP Texas Future Fund
In Support of KIPP Texas Public Schools

# Deputy Chief of Development, KIPP Texas Future Fund

> **Reports to:** Chief Development Officer
> **Location:** Houston or Austin, TX preferred; Dallas or San Antonio also can be accommodated
> **Start date:** Spring 2027
> **Salary range:** $170,000 - $185,000

## The Opportunity

Every day, more than 29,000 students at KIPP Texas's 47 tuition-free public schools in Austin, Dallas–Fort Worth, Houston and San Antonio show what's possible when kids have joyful, academically excellent schools. Ninety-three percent of KIPPsters come from economically disadvantaged families, and the results are real.

The KIPP Texas Future Fund helps to make that work possible. KTFF is the 501(c)(3) that leads all fundraising for KIPP Texas Public Schools, and it raises $12M+ a year so KIPPsters can pursue any path they choose: college, career and beyond. KTFF is now entering its next chapter. Over the next year it will grow its development team from 6 to about 21 people and build a fundraising engine as ambitious as its schools, one that will serve students for decades to come.

The Deputy Chief of Development will be at the center of that build. As the Chief Development Officer's partner in leading the team, the Deputy runs the day-to-day work: hiring, coaching and developing staff, keeping work moving across revenue streams, and building the leadership bench KTFF needs. That frees the CDO to focus on top donors, the board and long-term strategy. This role suits a builder who loves making a team run well as much as closing a gift, and who wants that work to show up in the lives of thousands of students.

## What You'll Do

### Lead and grow the team

- Partner with the CDO to hire three Managing Directors (Foundation Relations; Individual + Corporate Giving; Revenue + Events Operations), then manage them directly as they build out a team of 15 FTEs. Lead hiring for the rest of the team, with the CDO joining for final interviews. Until the MD seats are filled, directly manage the current staff of 5.
- Set clear goals and expectations, coach regularly, and manage performance across the team.
- Lead hiring and onboarding for ~15 new roles in 2026–27 with the help of the Senior Director of Strategic Ops + Initiatives.
- Build a leadership bench and succession plan in line with KIPP's commitment to growing its own leaders.

**Drive execution**

- Convert the CDO's strategy into annual plans and revenue goals for each funding stream
- Own the team dashboard, pipeline reviews, and revenue forecast. Spot potential revenue shortfalls and performance problems early and act on them.
- Make sure gift processing, acknowledgments, and donor data are accurate, timely, and audit-ready.
- Ensure signature fundraising events, board member events, and regional advisory board work in Houston, Dallas, Austin, and San Antonio run smoothly and give donors a great experience, including the SY28 event season.

**Raise money and represent KTFF**

- Manage a portfolio of major donors ($100K+) and event donors, and close gifts.
- Prepare the CDO and KIPP Texas leaders for key donor meetings.
- Stand in for the CDO with staff, board members, and KIPP Texas partners when needed.

## What You Bring

- At least 8 to 10 years of progressive development experience, with steadily increasing scope of responsibility, across more than one revenue stream (for example major gifts, foundations, events, or development operations).
- Proven experience managing and developing fundraisers with a record of building or scaling a high-performing team.
- Frontline fundraising credibility, including closing six-figure gifts.
- Comfort with systems and data: CRM, pipeline management, forecasting, and reporting.
- Steady, clear leadership through growth and change; a direct, empathetic, hands-on coach with your own proven approach to developing people.
- Exceptional writing skills (a must) and speaking/presentation skills.
- Humility and openness to feedback. You have learned from mistakes, and you are willing to roll up your sleeves and pitch in wherever the team needs you.
- A self-starter who has delivered results in lean, fast-moving organizations without extensive resources. Experience across multiple fundraising roles on the way up (for example coordinator, manager, and director) is valued.
- Commitment to KIPP Texas's mission. Experience in education or charter schools is a plus.
- Bachelor's degree required; master's degree preferred.

## What We Offer

- Salary range of $170,000 - $185,000
- Generous paid time off and paid family leave
- Medical, dental, and vision plans, plus HSA or FSA options
- Employee assistance program

## Location and Travel

This role is hybrid, working from a KIPP Texas School Support Partners (SSP) office in Houston, Dallas–Fort Worth, San Antonio, or Austin at least 2–3 days per week, Monday through Friday. The role also requires regular travel (an estimated 20% of the time) across all four regions for board meetings, regional advisory board work, and signature fundraising and donor events.

## How to Apply

> This search is being led by Stock Executive Search. If interested, please submit your information here.

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