



CHIEF DEVELOPMENT OFFICER
NATIONAL CENTER FOR YOUTH LAW
REMOTE LOCATION



Aspen Leadership Group is proud to partner with the National Center for Youth Law in the search for a Chief Development Officer.

The Chief Development Officer will ensure that the National Center for Youth Law (NCYL) has the financial resources needed to pursue its mission and vision. The Chief Development Officer will oversee a development program currently raising over \$20 million annually from foundations, government agencies, corporations, law firms, and individuals. The Chief Development Officer will inspire NCYL supporters while educating them about NCYL's values, impact, and work. The Chief Development Officer will nurture strong relationships among NCYL board members, staff, alumni, and supporters through meaningful fundraising efforts. The Chief Development Officer will be a mission-focused, strategic, collaborative, personable, successful leader with a history of growing diverse revenue sources, securing large foundation grants, and enhancing the philanthropic impact of non-profit organizations.

The National Center for Youth Law believes in the incredible power, agency, and wisdom of youth. For more than 50 years, the National Center for Youth Law has worked to center the voices and experiences of youth blocked from educational, health, and social well-being opportunities, particularly Black youth and youth of color, LGBTQ+ youth, disabled youth, immigrant youth, and youth in child welfare and juvenile justice systems. The National Center for Youth Law is transforming systems—classrooms, courts, the justice system, and health care spaces—to extend equity, dignity, and care for children and youth.

Founded as the Youth Law Center in 1971, it became the National Center for Youth Law in 1978. Throughout the 1970s, the work of the center led to sweeping changes, such as reforming Texas juvenile institutions where youth were *tortured and terrorized* and Supreme Court rulings that upheld the rights of non-English speaking students and confirmed that double jeopardy protections apply to juvenile proceedings. In the 1980s, NCYL continued to pursue groundbreaking impact litigation, expand its policy work, and serve as a resource for community-based legal programs that offered direct legal services to individuals with limited financial resources. By the 1990s, NCYL was one of just a handful of youth-focused organizations that pursued and achieved broad impact in multiple jurisdictions. It worked to ensure the Supreme Court struck down regulations limiting disabled children's benefits and pursued a lawsuit that transformed Utah's child welfare system. Today, the National Center for Youth Law continues to expand its work to include impact litigation, policy advocacy, collaboration, and research that fundamentally transforms the nation's approach to education, health, immigration, foster care, and youth justice.

NCYL works strategically and collaboratively with young people and communities, co-counsel partners, community organizations, and named plaintiffs to bring impact litigation that represents broad classes of children and youth across multiple public systems. It implements policy advocacy at the federal, state, and local levels, which includes policy development, lobbying, coalition building, and community organizing.

Creating meaningful, long-lasting change, and comprehensive solutions to improve the lives of children and youth requires thoughtful collaboration and inclusion of a broad-spectrum of voices and experiences. The National Center for Youth Law engages with youth, families, and communities as well as community-based organizations, state, and national advocacy organizations, government agencies, school districts, and more to advance youth-centered policies and implement practices that support child and youth well-being. NCYL is dedicated to centering the voices and experiences of children and youth in all its transformative work. By working directly with young people, lived-experience experts, and community members, the National Center for Youth Law assists in amplifying their voices and experiences to advance the solutions, policies, and practices they want and need in their communities.

The National Center for Youth Law envisions a world in which every child thrives and has a full and fair opportunity to achieve the future they envision for themselves. Its purpose is to amplify youth power, dismantle racism and other structural inequities, and build just policies, practices, and culture that center youth.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the Executive Director, Shakti Belway. The Chief Development Officer will oversee a team of seven current and future staff.

FROM THE EXECUTIVE DIRECTOR

Recently emerging as a national powerhouse civil rights and child and youth advocacy organization, the National Center for Youth Law has grown tremendously during the past several years, more than tripling in size. The National Center for Youth Law, fondly referred to as NCYL is a remarkable child and youth-focused organization operating nationally. Since its founding, NCYL has helped ensure millions of young people receive the services and supports they need to thrive and achieve their dreams. NCYL's extraordinary staff address a broad array of issues across multiple public systems that impact children and youth and their families and communities. We strive to transform multiple public systems because the young people we serve are impacted by multiple systems. Depending on how these systems interact with and regard young people, we invest in building and strengthening some systems, while working to dismantle others. NCYL believes in the incredible power, agency, and wisdom of youth.

Currently NCYL utilizes multiple strategies to achieve systems change and shift public awareness and narratives about children and youth. In partnership with impacted young people, we transform systems and build new possibilities by weaving together a diverse set of strategies, including policy development, public agency partnerships, impact litigation, demonstration sites, narrative change, coalition building, and youth and community partnerships.

Our new Chief Development Officer will lead NCYL to new levels of philanthropic sustainability and diversification. I am looking for a highly experienced and confident philanthropic leader and partner to work closely with me and alongside of the NCYL team and take us to new levels of success. Currently NCYL has staff located in several places across the country. NCYL is one of the only national organizations that focuses exclusively on children and youth, works on nearly all systems impacting them, and uses a wide array of strategies to engage them in the pursuit of justice. The impact of NCYL's current work and its legacy, still unfolding, is very exciting. I look forward to welcoming you to NCYL.

—Shakti Belway, Executive Director

NATIONAL CENTER FOR YOUTH LAW'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

For more than 50 years, the National Center for Youth Law has worked to center the voices and experiences of youth blocked from educational, health, and social well-being opportunities, particularly Black youth and youth of color, LGBTQ youth, disabled youth, immigrant youth, and youth in child welfare and juvenile justice systems. The National Center for Youth Law convenes the Education Civil Rights Alliance, a diverse and experienced group of organizers, educator organizations, community groups, professional associations, and civil rights organizations that are committed to protecting the civil rights of marginalized students, especially Black and Brown students. Further, NCYL convenes advisory boards that are comprised of people with direct lived experience, including youth, to help lead and shape its work.

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- work with the Executive Director and the development team to create and execute a fundraising plan for the organization and across all projects and programs;
- oversee all fundraising efforts including foundation grants, government contracts, major donors, corporate, and law firm giving among others;
- build strong relationships with foundations, government agencies, major donors, and corporate entities and support the Executive Director, staff, and board in those relationships;
- build and lead the development team, including key hires for new positions;
- transition fundraising responsibility from program leads to the development team;
- partner with, engage, and increase board member participation in fundraising activities;
- oversee all aspects of foundation giving, including research and prospecting, proposal and report writing, and stewardship activities;
- oversee all aspects of individual giving, major gifts, law firm giving, corporate giving, unallocated, and unclaimed, or undeliverable funds from settlements or judgments (Cy Pres awards) including donor prospecting, list segmentation, and marketing;
- develop a deep understanding of NCYL's programmatic work to ensure accurate representation of its work to donors, funders, and the public;
- work with the communications team to align development messaging with the NYCL brand and to raise the profile of the organization to donors and funders, current and future;
- mentor and coach direct reports and support teams, delegating work streams effectively, fostering professional growth, and motivating and holding team members to a high standard of excellence; and
- contribute to the organization's efforts to build an inclusive culture where everyone has a sense of belonging and where their accomplishments are seen and appreciated.

LEADERSHIP

Shakti Belway

Executive Director

Shakti Belway began her tenure as the National Center for Youth Law's Executive Director in September of 2023. In this role, Belway leads NCYL and supports the staff leading the organization's extraordinary advocacy on behalf of children, youth, families, and communities. Belway's legacy of impact—as a student at Yale College and Stanford Law School, and throughout her career in child and youth advocacy, civil and human rights, and in partnership with communities—precedes her recent appointment. Belway joined the National Center for Youth Law in 2020 as Deputy Director of Policy, Litigation, and Programs. She demonstrated success in this role through her collaborative leadership style and focus on the organization's impact benefiting children and youth. Belway brings deep experience in community and movement lawyering, litigation, direct representation, policy development, legislative reform, and strategic mobilization to her role as Executive Director. For seven months prior to her appointment, Belway served as the National Center for Youth Law's Interim Co-Executive Director. In partnership with her colleagues, Belway led organizational priorities, including NCYL's multi-strategy advocacy, and its strategic planning process.

Belway has a bachelor's degree from Yale College in ethics, politics, and economics, and a law degree from Stanford Law School. After law school, Belway served as a Skadden Fellow in Mississippi.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The National Center for Youth Law seeks a Chief Development Officer with

- a commitment to the mission of the National Youth Law Center—to center youth voices and experiences through impact litigation, policy advocacy, collaboration, and research that fundamentally transforms the nation's approach to education, health, immigration, foster care, and youth justice;
- a history of raising major gifts and securing multi-year grants with significant institutional impact from new sources as well as experience with corporate giving;
- experience building a major donor program and diversifying fundraising sources;
- an ability to initiate and maintain relationships with major donors, foundations, and corporate entities that fund system change organizations, advocacy organizations, social justice organizations, and children's issues;
- an understanding of the national non-profit philanthropic landscape and the ability to identify funding opportunities for NCYL;
- strong leadership skills and an ability to build and manage a team, including hiring, mentoring, supervising, delegating, and establishing development best practices;
- outstanding communication skills, both verbal and written, across platforms; and
- computer proficiency including familiarity with Salesforce or other CRMs and grant management tools as well as an aptitude for learning new systems and adapting to software applications.

A bachelor's degree or an equivalent combination of education and experience and at least ten years of fundraising experience is preferred for this role as is experience in the role of Chief Development Officer at an organization of similar size and scope. The National Center for Youth Law will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to NCYL, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

The salary for this position is \$217,505 annually. The National Center for Youth Law provides a comprehensive benefits package including health, dental, vision, and life insurance; generous vacation and sick benefits; paid family leave; flexible spending account; employer contribution to a retirement plan; paid sabbatical; and short-term and long-term disability insurance.

LOCATION

This is a remote position, based in the United States.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the National Center for Youth Law as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Chief Development Officer, National Center for Youth Law](#).

To nominate a candidate, please contact Patrick Key, patrickkey@aspenleadershipgroup.com.

All inquiries will be held in confidence.