



USC University of
Southern California

Manager, Development Job Description

JOB INFORMATION

<i>Job Code:</i>	129326
<i>Job Title:</i>	Manager, Development
<i>FLSA Status:</i>	Exempt
<i>Supervisory:</i>	Leads one or more employees performing similar work.
<i>Job Family:</i>	Development
<i>Job Family Group:</i>	Development and Fundraising
<i>Management Level:</i>	5 Manager

JOB SUMMARY

Manages fundraising functions for a school or development department through identification, cultivation and solicitation of donors, corporations and foundations. Develops fundraising plans and strategies.

JOB QUALIFICATIONS:

Education

<i>Req</i>	<i>Pref</i>	<i>Degree</i>	<i>Field of Study</i>
X		Bachelor's degree	
	X	Master's degree	Business Administration

Additional Education

Check here if experience may substitute for some of the above education.

Combined experience/education as substitute for minimum education

Work Experience

<i>Req</i>	<i>Pref</i>	<i>Work Experience</i>	<i>Experience Level</i>
X		7 years	
X		1 year	Management
	X	10 years	

Additional Work Experience

Check here if education may substitute for some of the above work experience.

Combined experience/education as substitute for minimum work experience

Knowledge, Skills and Abilities

<i>Req</i>	<i>Pref</i>	<i>Functional Skills</i>
X		Experience in development, maintaining meaningful relationships with a wide variety of internal/external stakeholders
X		Ability to self-manage, prioritize work assignments and manage multiple deadlines.
X		Experience maintaining and interpreting large datasets and database systems.
X		Excellent planning, organizational and interpersonal skills.

Knowledge, Skills and Abilities

Req	Pref	Functional Skills
X		Detail oriented with excellent written and oral communication skills.
X		Proficient in Microsoft Office.
	X	Development experience in higher education.
	X	Experience in management/leadership roles.
	X	Volunteer experience in fundraising, campaign or non-profit environments.
	X	Experience with email marketing, website development/coding and Adobe Creative Suite.
	X	Extensive customer service experience.
	X	Fluent in one or more language in addition to English (e.g., Spanish).

Other Job Factors

JOB ACCOUNTABILITIES

	% Time	Essential	Marginal	N/A
Designs and implements highly specialized program activities. Contributes to short- and long-term strategic program planning. Recommends goals and objectives. Plans, organizes and implements specialized activities as part of overall school development programs.				
Manages and provides guidance to development staff. Recruits, hires, trains and manages program staff. Schedules and assigns work, assessing performance and providing feedback. Counsels or disciplines staff as needed. Identifies and recommends opportunities for staff training, professional growth and development.				
Develops and manages school or department operating budgets. Provides financial status reports and projections. Maintains awareness and knowledge of current changes within legal and regulatory environments which may affect development and university policies. Participates in professional meetings and conferences, and/or contributes to relevant journals or publications.				
Identifies, cultivates and solicits major prospects, and develops strategic plans for cultivating participation. Develops and manages donor relations and prospect management systems, ensuring compliance with applicable laws and regulations. Develops, prepares and presents formal fundraising proposals to major donors and prospects.				
Manages and oversees fundraising and/or marketing materials. Collaborates with university stakeholders. Serves as a resource for assigned areas of expertise. Interacts with prospects, donors, staff and outside professionals to provide information regarding assigned specialized programs.				
Promotes an environment that fosters inclusive relationships and creates unbiased opportunities for contributions through ideas, words, and actions that uphold principles of the USC Code of Ethics.				

Other Requirements

Essential:	Emergency Response/Recovery	Essential:	Mandated Reporter
	In the event of an emergency, the employee holding this position is required to "report to duty" in accordance with the university's Emergency Operations Plan and/or the employee's department's emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed.		A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law and USC's policy at: https://policy.usc.edu/mandated-reporters/

<i>Campus Security Authority (CSA)</i>	<i>Essential:</i>
By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC's policy at: https://dps.usc.edu/alerts/clery/	

ACKNOWLEDGMENTS

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

_____ Print Employee Name	_____ Signature	_____ Date
_____ Print Manager Name	_____ Signature	_____ Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.