

## **Job Announcement**

**Asian American LEAD  
(Washington, DC)**

**Director of Development  
(Posted: January 24, 2005)**

Asian American LEAD in Washington, DC, has retained Slesinger Management Services to recruit an enthusiastic and well-organized person to direct fundraising from individuals, foundation, corporations, and government agencies. Reporting directly to the executive director of this fast-growing, five-year-old organization, the director of development will also be part of the senior management team.

Applications will be accepted until the position is filled. (This search is a continuation of a search that began with another search firm this past fall. Applicants in that process who want further consideration are encouraged to reapply.)

### **The Organization**

Asian American Leadership Empowerment and Development (AALEAD) is a community-based, grassroots organization whose mission is to help the children of low-income Vietnamese, Chinese, and other Asian immigrant and refugee families in the Washington, DC, metropolitan area develop the skills and confidence to succeed in life and to contribute to their families and communities. AALEAD provides a range of programs, including education, leadership training, after-school activities, summer programs, mentoring, tutoring, and family support services. These programs work in close coordination to improve student academic performance and self-esteem, and to increase parental participation in school activities and educational planning.

As a result of its successful work, AALEAD has become one of the leading nonprofit organizations in the United States focusing on the needs of low-income Asian American children. It is the largest such organization in the Washington, DC, area. AALEAD currently serves children and families only in the District of Columbia, but anticipates expanding soon to the Maryland and Virginia suburbs where there are growing communities of low-income Vietnamese, Amerasian, Chinese, and other Asian immigrants and refugees who would benefit from AALEAD's successful programs.

AALEAD was founded in 1998 by Sandy Dang, who came to the United States as a refugee from Vietnam in 1981. After obtaining degrees from Duke University and Catholic University of America, Ms. Dang worked for several social service agencies assisting immigrants and refugees before starting AALEAD, which she serves as its executive director.

The organization, which is based in a house that it recently purchased in the Columbia Heights neighborhood of Washington, DC, currently has a staff of 10, a significant corps of committed volunteers, and a budget of \$900,000. Revenue comes primarily from foundations including Edna McConnell Clark, Venture Philanthropy Partners (both of which make grants in capacity-building and have made significant investments to strengthen AALEAD's management and infrastructure), Annie E. Casey, Eugene and Agnes E. Meyer, Cafritz, Freddie Mac, and Fannie Mae. AALEAD also has support from the federal government (through the Office of Refugee Resettlement of the Department of Health and Human Services) and the District of Columbia government (through the DC Children and Youth Investment Trust Corporation).

For more information about Asian American LEAD, please go to [www.AALEAD.org](http://www.AALEAD.org).

### **The Position and its Principal Responsibilities**

The overarching responsibility of the director of development is to lead and coordinate AALEAD's fundraising activity, with the key goal being to develop broad and diverse revenue streams to finance the organization's ambitious plans.

Specific responsibilities include:

1. Creating a development strategy to enable AALEAD to raise money from a wide variety of sources, including major gifts from individuals, corporations, local and national foundations, and government agencies at the federal, state, and local levels.
2. Carrying out the fundraising plan, involving when appropriate the executive director, other staff, and the board of directors, all of whom recognize that they have important roles to play in raising funds for the organization.
3. Serving on the senior management team that is headed by the executive director.

### **Desired Skills, Experience, and Characteristics**

The ideal candidate should have:

1. At least five years of experience in a senior-level position that has included fundraising responsibilities requiring the cultivation of support from individuals, corporate partners, foundations, and government agencies. Experience raising money in the Washington, DC, metropolitan area is desirable.
2. Strong skills in building relationships with individual donors, especially Asian Americans in the Washington, DC, region who have achieved a level of success that will enable them to provide financial support to AALEAD.
3. Strong writing skills. The director of development will be expected to write proposals that must be cogent and persuasive, and to edit proposals and reports written by program staff. Actual experience writing grant proposals is essential.
4. An ability to work collegially with other staff.
5. Strong organizational skills, including establishing priorities and getting work done on time.

6. An ability to think creatively and strategically, especially related to activities that will generate revenue from new sources.
7. A demonstrated interest in AALEAD's mission. Experience working on issues affecting Asian immigrants and refugees is desirable.

### **Compensation**

Salary will be commensurate with experience and qualifications. Compensation includes a generous benefits package including health insurance, a retirement plan, and three weeks of annual leave.

### **To Apply**

Please e-mail (or mail): 1) cover letter, 2) resume, and 3) three-year salary history (which will be held in strict confidence) to:

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Slesinger Management Services  
5016 Westpath Terrace  
Bethesda, MD 20816  
Tel.: 301-320-0680

E-mail: [Larry@SlesingerManagement.com](mailto:Larry@SlesingerManagement.com)

(Please include "AALEAD" in subject line; use Microsoft Word or PDF for attached files.)

(This job announcement can also be found at <http://www.SlesingerManagement.com>.)

*AALEAD is an Equal Opportunity Employer.*