



CHIEF DEVELOPMENT OFFICER

[OIC OF AMERICA](#)

HYBRID LOCATION – PHILADELPHIA, PENNSYLVANIA



Aspen Leadership Group is proud to partner with OIC of America in the search for a Chief Development Officer.

The Chief Development Officer will be responsible for building, managing, and growing a development operation that ensures a steady pipeline of contributed revenue for OIC of America. The Chief Development Officer will play a crucial role in securing funds from various sources to support the organization's programs and initiatives including funding from government agencies, corporations and foundations, and individuals.

With a deep understanding and embrace of the start up culture, the Chief Development Officer will build and lead a development enterprise that supports best-in-class donor prospecting and research; the crafting of compelling case statements and funding narratives leading to successful grant applications and proposals; and grant compliance. The Chief Development Officer will be a strategic and results-oriented leader—a visionary with the spirit of a builder and an inspiring communicator with an ability to cultivate meaningful, productive relationships with key stakeholders.

OIC of America (OICA) is building a direct line to economic power for America's forgotten people out of poverty, into new careers, and toward stronger communities. Strategically located in the hearts of forgotten places, OIC of America deeply connects with the authentic needs of the people it serves. It is leveraging 60 years of experience to transform the lives of individuals and strengthen the fabric of communities through meaningful participation in today's economy.

For generations, too many Black and low-income Americans have been forgotten and kept out of the economy due to systemic inequality in education and access. At the same time, the country is experiencing a critical labor shortage, leaving employers in need of millions of skilled people. This demands urgent action. OIC of America believes in acting on this pivotal moment to build the economic power of a forgotten population. Consequently, OICA and its network of affiliates is transforming its training model to provide a solution, the [Sullivan Training Network](#) (STN): an investment in people that addresses the national labor shortage. The recently launched STN connects forgotten people to training for in-demand, living-wage careers, and connects employers to a reliable workforce so businesses thrive. It's the People's Pathway out of poverty, into new careers, and toward stronger communities and economies.

With its updated career education model, OICA is a crucial bridge to a new talent pipeline, from training to employer matching. It provides tuition-free, high-quality career training for high-demand industries, creating opportunities for people to build economic power for students and their communities. OICA tailors credentialed trainings to local economies, providing a geographic and cultural lens to this deeply personal work of ensuring economic justice for all.

A related OICA initiative, [STEMLinx](#), provides inspiring students ages 14 to 21 with an opportunity to pursue and build their knowledge and skills in science, technology, engineering, and math. Participants in the STEMLinx program receive real life work experiences, engagement with STEM professionals, and access to STEM equipment and materials.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the President & Chief Executive Officer, Louis King II. The Chief Development Officer will oversee a team of two staff with the opportunity to grow the team over time.

FROM THE PRESIDENT & CEO

OIC of America is a 60-year-old civil rights era organization that meets the needs of employers, fights poverty, and fosters economic power for forgotten people in America. Our Founder, Rev. Leon Sullivan, was the first African American to sit on a Fortune 500 board and he wrote the “Sullivan Principles,” which helped end apartheid in South Africa. His ideals for the OICA—economic freedom, economic power, and economic mobility—anchor and guide the building of the new Sullivan Training Network. Rev Sullivan fought for these ideals beginning in the 1950’s because African American people were intentionally denied opportunities to be free. Social, government, and business practices all denied many African Americans a fair shot at economic mobility and prosperity.

We are transforming the existing OIC network (27 affiliates, 16 states) into the Sullivan Training Network, a national career and technical education platform. STN is tuition-free and consists of quality post-secondary education, coaching, basic needs support, stipends, and new social networks for students, connecting them to opportunities and people who share the same pursuits. The credibility of our affiliates and partners enables us to recruit and support the training and education of students who have been shortchanged by America’s education system and affected by mass incarceration.

We are seeking an exceptional fund development professional to join OICA’s entrepreneurial leadership team. The success of STN is dependent on establishing a sustainable financing model consisting of a mix of public funding and routine, sizable contributions from individuals, corporations, and foundations. Our new Chief Development Officer will secure these resources and help build the required financing model. STN is a start-up venture. This new leader must be creative, inventive, and willing to learn from their mistakes while we move forward in establishing a quality career education system.

The Chief Development Officer also must be passionate about our fight for economic justice and economic power for forgotten people in forgotten places. OICA’s transformation agenda is about acting now, to elevate and prepare our people, meet the urgent demand from employers, and achieve economic justice for all people in America.

—Louis King II, President & CEO

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- develop and implement a comprehensive, multi-year fundraising strategy aligned with OICA's mission, goals, and strategic plan;

- build, implement, and manage a development enterprise that supports OICA's fundraising goals and strategic priorities while exemplifying best practices in the advancement profession;
- identify and cultivate relationships with individual donors, corporations and foundations, government agencies, and other funding sources;
- plan and execute fundraising campaigns, events, and other initiatives that generate financial support for OICA's programs;
- utilize innovative fundraising techniques and leverage digital platforms to expand OICA's donor base and increase contributed revenue;
- develop, oversee, and assess a stewardship and gift recognition program that ensures exceptional donor cultivation, recognition, engagement, and retention;
- refine, expand, and maximize the impact of the corporate, foundation, and government grants program including the identification of grant opportunities from corporations, foundations, and government agencies; the preparation of compelling grant proposals; and compliance with grant guidelines and reporting requirements;
- identify and cultivate strategic partnerships and alliances with key stakeholders including corporations and foundations, government entities, and community leaders;
- collaborate with cross-functional teams across the organization to develop mutually beneficial partnerships that advance OICA's mission and advance a culture of philanthropy; and
- provide leadership, guidance, and mentorship to staff and effectively leverage the time, talent, and resources of board members.

LEADERSHIP

Louis King II

President & CEO

Louis King has more than 30 years' experience in education, youth, and workforce development. Prior to assuming the role of CEO of OIC of America, King served as CEO of Summit Academy OIC since its founding in 1996. He grew Summit from a small, two-person shop to a \$15 million a year powerhouse delivering education and career training to more than 1,000 adults annually.

In January of 2022, King was hired as President & CEO of OIC of America consisting of 27 affiliates in 16 states. He conceived and is leading a transformation of the OIC network, centered around establishing the Sullivan Training Network: CTE training for forgotten people in forgotten places. This new OICA endeavor will lead to economic power and freedom for low income nationwide and serve as a solution to America's labor crisis.

King was also the key driver behind the Northside STEM District in the Twin Cities, an initiative designed to create a K-12 pipeline into STEM careers via early exposure and multi-leveled community involvement. He has added STEM programming to the OICA portfolio and is expanding STEM education and career pathways throughout the OICA network.

In addition to his work at Summit and the OIC of America, King serves on the following boards: Allina Health, American National Bank, Ciresi Walburn Foundation, Monitors Foundation, and Our Children MN. A native Floridian and Morehouse College graduate with a B.A. in Political Science, King served in the army for 10 years, achieving the rank of Major before relocating to Minnesota. He is married to Beverly and has three children: Aja, Kamaria, and Lauryn.

PREFERRED COMPETENCIES AND QUALIFICATIONS

OIC of America seeks a Chief Development Officer with

- a commitment to the mission of OIC of America—to be an equalizer for poor communities by providing quality education and training through a national network of local affiliates; investing in people as the answer to addressing the national labor shortage;
- an entrepreneurial spirit with experience in building, managing, and growing a development enterprise from inception to maturity;
- a deep understanding of all development functions and operations including individual giving; grants from foundations, corporations, and government entities; prospect research; donor engagement and stewardship; advancement communications; and moves management;
- seasoned strategic planning skills and an ability to develop and execute innovative fundraising tactics to successful completion;
- solid frontline fundraising experience and demonstrated experience in securing gifts, grants, and sponsorships; engaging multiple stakeholders in the cultivation process; and serving as a trusted resource on fundraising matters;
- superior relationship management skills and proven ability to effectively initiate, manage, and deepen internal and external partnerships;
- excellent communication skills, both verbal and written, across platforms and audiences;
- proficiency in grant writing, management, and compliance; and
- strong leadership skills including an ability to manage and motivate geographically distributed teams and work effectively through virtual platforms.

A bachelor's degree or an equivalent combination of education and experience and at least seven years of fundraising experience in the nonprofit sector is preferred for this role. OIC of America will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to OICA's transformation agenda, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

The salary range for this position is \$160,000 to \$180,000 annually. OIC of America offers a comprehensive package of benefits including 401(k) plan with 5% employer contribution vested immediately upon hire; group health including medical, dental, and vision coverage; healthcare flexible spending account; caregiver support program; wellbeing resources; commuter benefits program; adoption assistance program; training and development resources; and short- and long-term disability benefits.

LOCATION

This is a hybrid position based in Philadelphia, Pennsylvania. The Chief Development Officer will routinely rely on virtual meetings to conduct business, complemented by regular in person meetings with executive leaders, staff, and partners in communities across the country. This position requires up to 30% travel to meet with staff, affiliate leaders, investors, partners, and to engage in professional development opportunities.

APPLICATION INSTRUCTIONS

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

To apply for this position, visit: [Chief Development Officer, OIC of America](#).

To nominate a candidate, please contact Steven Wallace, stevenwallace@aspingleadershipgroup.com.

All inquiries will be held in confidence.