



## Director of Development, Corporate Impact

Seeding Labs believes that unleashing the full potential of scientists worldwide is our best hope for fighting global diseases, feeding our growing population, and protecting our planet.

Seeding Labs, a Boston-based nonprofit that empowers every scientist to transform the world, seeks a proactive, solutions-focused Director of Development, Corporate Impact (DCI) to play a key role in enhancing the fundraising capability, visibility, and impact of the organization.

Scientists across the developing world work on the frontlines of global challenges, from epidemics like COVID-19 to climate-resilient agriculture. Yet these talented researchers lack access to the scientific resources they need. Seeding Labs' Instrumental Access program ensures that these scientists have the tools they need to accelerate life-changing discoveries and train the next generation of innovators. Our TeleScience program reduces geographic barriers to the sharing of informal and tacit research techniques and career mentorship.

Seeding Labs leverages multi-lateral partnerships to mobilize resources to universities and research institutes – increasing their capacity for STEM education and research. This catalyzes their ability to unlock access to equipment, knowledge, and scientific networks for scientists and students in across the developing world. Strengthening these scientific institutions directly supports advances in STEM education, healthcare research, and discovery; increases equity of access to scientific solutions for communities in developing countries; and fosters a science-based response to unpredictable global challenges like pandemics, wherever they may occur.

Seeding Labs is joined by a global network of supporters to build strong and sustainable scientific infrastructure in developing countries. To achieve this goal, nearly 200 partners comprising R&D corporations, manufacturers, nonprofits, and universities are investing their resources of funding, equipment, scientific knowledge, and mentoring. Through the Instrumental Access Program, Seeding Labs has provided more than \$39 million in reclaimed laboratory equipment to 90 universities in 36 countries. Its TeleScience videos, sharing informal and tacit research techniques and career mentorship, have been used by students, educators, and researchers in more than 130 countries.

As a connector of these resources that power scientific innovation, Seeding Labs aligns with its partners' goals, which span corporate social responsibility; diversity, equity, and inclusion; employee engagement; global health equity; and environmental sustainability.

As a champion for expanded resources and capacity-building for Seeding Labs' Instrumental Access awardees, the DCI will develop and promote a multi-faceted and shared value approach to fundraising and engagement. These aligned efforts will create new pathways for exploring mutually reinforcing partnerships that inspire greater levels of commitment and capture the attention of potential new donors.

Reporting to the Chief Executive Officer and in partnership with the Corporate Relations Manager (CRM), the DCI will play a key role in helping to shape and implement the vision and direction of resource development. The Director will take a holistic approach to resource-raising and engagement, cultivating



an understanding of the challenges and advancements of awardees and the impact of their work, and leverage this knowledge to craft and implement engagement strategies. These strategies will tap into the social impact, values, and business practices of corporate partners. The DCI is expected to develop and implement a strategic and tactical plan for resource development from corporate sectors that align with Seeding Labs' mission, focusing on the life sciences and chemical sciences sectors, with opportunities to expand to agricultural, food, and cosmetics sectors.

The primary focus of the Director will be on securing multi-year philanthropic support at the six-figure and above level from the corporate partner portfolio. The Director will explore the many ways to activate support at the institutional levels including philanthropic support, CSR-based fee-for-service relationships, cause marketing and equipment trade-in programs, and employee and volunteer leadership-driven giving. Given this multi-channel model of engagement, the Director will coordinate efforts with all of Seeding Labs' staff to fully leverage Seeding Labs' strategic communications and programmatic impacts in service of resource-raising and donor relations.

Working in a fast-paced, highly-responsive, and intellectually stimulating work environment, the Director will play a critically important role in energizing and elevating Seeding Labs' existing resource development efforts. The DCI will be a critical and strategic partner in shaping Seeding Labs' corporate relations department. This will be the first role within the organization dedicated to raising funding. The DCI will be supported by the CEO, VP External Relations, Corporate Relations Manager, and board, who will be partners in developing strategy, tactics, and corporate relationships.

The DCI will manage and partner closely with the CRM, being expected to develop an overall strategic plan for corporate relations that supports the CRM's goals for developing relationships specifically for securing equipment donations. Additionally, the DCI will work closely with the external relations and programs teams to ensure proposed partnerships align with Seeding Labs' programmatic, impact and marketing goals and our capacity to implement. As a member of a small team, the DCI should expect their responsibilities to include implementation of tasks at all levels, whether it is direct research and logging contact conversations, to creating annual resource-raising plans. A strong candidate will have a vision for shaping Seeding Labs' corporate and other resource-raising efforts, including adding personnel to grow its resource-raising capacity.

An ideal candidate will have at least 5-7 years of experience relevant to high-level account management. This includes engaging and activating strategic partnerships with corporations; knowledge around the business drivers of players in life sciences, pharma, agriculture, and global health is preferred.

Impeccable verbal and written communications skills are essential, along with the interest and competence to engage and inspire a diverse group of individuals from a multitude of professional backgrounds, research fields, and countries.

Successful candidates will have demonstrated success driving revenue growth and an exceptional talent for building and sustaining relationships both externally and internally. Candidates will also demonstrate a track record of closing agreements at the five- and six-figure level that have transformed programs into comprehensive initiatives and opened new donor markets and avenues of engagement. Confidence with solicitations (face-to-face and virtually), as well as an understanding of how to appropriately engage organizational and volunteer leadership and staff, in partner cultivation is required.

With a passion for putting diversity and equity at the center of scientific discovery and advancement, the Director will become an integral part of the Seeding Labs community, taking an active role in the organization's activities and events as well as representing Seeding Labs at partner sites and convenings.

Seeding Labs especially welcomes candidates who bring diverse cultural, ethnic, national, or international experiences and perspectives to its work and values the richness that diverse perspectives bring to a single mission. Learn more about Seeding Labs and its impact at [www.seedinglabs.org](http://www.seedinglabs.org)

#### Primary Responsibilities of the Director:

- Unlock new and existing partnership potential with an emphasis on multi-year engagements at six-figures and above: explore avenues to maximize relationships and develop multi-faceted engagements (financial support, employee and volunteer engagement and giving, in-kind contributions, cause marketing and networked connections) from Seeding Labs' ecosystem of philanthropic partners including R&D corporations, manufacturers, nonprofits and universities.
- Expand Seeding Labs' network of partners nationally; working across sectors, strengthen connections and build community within the network.
- Collaborate closely with programs, operations, and external relations teams to ensure partnerships are mission-aligned and proposed opportunities are logistically feasible and sustainable
- Collaborate with external relations to communicate metrics and stories of success and impact to corporate partners and to a broader audience.
- Create collateral with support from external relations and the CEO as they pertain to partner engagement strategies, partner stewardship and supporter calls to action. This includes presentations, proposals, speaking engagements, direct marketing and digital fundraising campaigns, donor relations kits and impact reports.
- Set resource-raising goals and metrics and mobilize the resources needed to meet those goals. Guide and work in concert with the Corporate Relations Manager in account management and the strategy for acquisition of donated laboratory equipment. Jointly identify corporate partner prospects tactics and collaborate on partnerships with potential for multi-faceted investment. Develop direct reports with an eye toward personal development and growth within the organization.
- Identify and pursue strategic growth areas. Develop a pipeline management system to monitor regular progress toward targets, provide ongoing forecasting, and ensure that all leads, contacts and status updates are documented.
- Identify opportunities to support the CEO in resource-raising. Together, work with Board of Directors' Corporate Relations and Development Committee to raise resources to support Seeding Labs' activities and ambitions, including helping them unlock the support potential of their networks. Ensure they are effectively and professionally staffed with regard to corporate development activities; provide focus for their efforts so that their time spent is productive, meaningful and personally rewarding.
- Perform necessary activities to track progress and report on efforts, including tracking contacts, opportunities, and other information using Salesforce, Google Drive, and Monday.com

#### Qualifications:

- At least 5-7 years of experience relevant in a nonprofit development office or transferrable environment, driving revenue growth. A successful track record of identifying, engaging and

cultivating shared value corporate relationships with an exceptional ability to close deals in the five to six figure and above range and move existing partners to new levels of commitment.

- The ability to devise new engagement strategies and to identify synergies and aligned contributions for both external corporate prospects and Seeding Labs, each with their own diverse needs and priorities, engendering trust and satisfaction through shared value.
- Familiarity with the decision making and business drivers of players connected to biological and chemical industries including life sciences, pharmaceuticals, agriculture and global health is preferred.
- Excellent written and oral communication skills. Ability to influence and engage a wide audience of partners and build long-term relationships. Ability to communicate effectively and respectfully to varying audiences and cultures with professionalism and integrity.
- Organized and detail-oriented with a high degree of initiative; demonstrated ability to prioritize and handle multiple time-sensitive tasks simultaneously in a fast-paced work environment.
- A commitment to working in an environment with shared goals; possessing sound judgment, integrity, willingness to try new approaches, and a high level of energy, enthusiasm, and dedication to the mission and objectives of Seeding Labs.
- Ability to effectively balance proactive independence and necessary collaboration with team members. Effective use of judgment to manage prospect and cultivated relations.
- Culturally-responsive; aware of the power dynamics, structural inequities, and racial biases present in the systems within which Seeding Labs works. Fluent with using asset-based versus deficit-based language and framing.
- Outgoing personality with an approachable and professional demeanor. A high comfort-level interacting with and presenting to corporate and institutional executives at the top-tier of decision making.
- Experience working with volunteers and Board members supporting fundraising efforts.
- Comfortable with upward management
- Experience managing for growth
- Knowledge of Google Drive and Salesforce or similar relational database desirable.
- Ability to undertake periodic travel to national destinations and willingness to work flexible hours when needed.
- Currently authorized to work in the US.

#### Compensation:

The salary range for this position is \$100,000 to \$120,000, dependent on experience. Seeding Labs' benefits include an 80% employer-contributed health plan or a modest health plan stipend; dental and vision plans; healthcare and daycare flexible spending account; employer-covered life and disability insurance; pre-tax public transportation pass; 401K; and the flexibility to prioritize the 'life' side of the work-life balance. Although Seeding Labs is headquartered in Boston, its employees span the US and its work is global. This is a remote position with some travel anticipated.

#### To Apply:

Seeding Labs has retained Talent Citizen to assist in this recruitment. President Tracy Welsh and Senior Associate Eva Kotilinek are leading the engagement. Please submit a resume and a cover letter outlining your interest, the reasons why you are best suited for the position, and where you learned of the position to: [sl-ddci@talentcitizen.com](mailto:sl-ddci@talentcitizen.com).

*Seeding Labs is an equal opportunity employer.*