



listen **talk** read **succeed**



**Chief  
Development  
Officer**

## Position Announcement

**Central Institute for the Deaf (CID) seeks an experienced Chief Development Officer (CDO)** to serve as the lead fundraising strategist to build and implement the fundraising leadership structure needed for **CID's** next chapter of growth. **CID** is renowned locally, nationally and globally for the work it does to teach children who are deaf and hard of hearing to listen, talk, read and succeed. **CID** is also a leader in educator training, professional development and creation of widely used resources. **CID** has been empowering families and professionals to help children reach their fullest potential for more than 100 years.

### Why Central Institute for the Deaf?

- A recognized leader and innovator in educational and clinical services to children, birth through elementary school, who are deaf and hard of hearing.
- A national and global contributor to improvement in deaf education.
- A strong, tenured team with deep commitments to **CID's** mission.
- A 111-year history of community support with a bright future for fundraising growth.

## Key Responsibilities

- Develop and implement a data-driven multi-year fundraising plan aligned with **CID**'s strategic priorities and growth goals.
- Strategically engage the enthusiastic Executive Director in high-priority development work.
- Lead all aspects of Major Gifts - including managing a personal portfolio - and the Planned Giving strategies.
- Lead, develop and mentor the fundraising staff, including establishing metrics, accountability structures and performance expectations.
- Engage key volunteers, including Board members, in effective, meaningful fundraising initiatives.
- Be a visible ambassador for **CID**.
- Collaborate with senior leadership to advance a culture of philanthropy.
- Cultivate a metrics-driven fundraising culture.

## Reporting

This position will report directly to the Executive Director and serve on the organization's leadership team. The CDO will manage a team of four direct reports including three fundraising staff and one communications staff.

## Qualifications

- Bachelor's degree required; advanced degree and/or CRFE a plus.
- 7+ years of progressive fundraising experience, with demonstrated success in major gift solicitation.
- Proven ability to design and implement a comprehensive fundraising strategy.
- Strong relationship-building skills and experience working directly with Executive Director, Board members and major donors.
- Experience leading and developing a fundraising team.
- Experience with planned giving programs preferred.
- Ability to lead change.
- Proficiency with Raiser's Edge or comparable CRM platform; experience with Financial Edge a plus.

## Salary and Benefits

- Starting salary \$145,000 to \$175,000
- Comprehensive benefits package includes health, dental, vision, life and long-term disability insurance.
- Retirement plan with match.
- Paid time off annually includes vacation, sick days and paid holidays.

## To Apply

Please send a resume and cover letter to [search@emdconsulting.com](mailto:search@emdconsulting.com), noting "**CID**" in the subject line, by Friday, July 17, 2026. Early applications are encouraged.

