



Job Title: Senior Director of Foundation and Corporate Relations

Job Location:

Hybrid Work Schedule (Office M/Tu/Th; Home W/F)

This is not a remote position.

Manager: VP of Development

Work Hours: 40 hours weekly

Proposed Hire Date: Immediate

Salary Range: \$86,520 - \$100,000; Internal Advancement Pay Scale 12

About The Exodus Road

The Exodus Road (TER) envisions a world where no human is bought, sold, or exploited. We partner with law enforcement to find and free trafficked people, train and educate officers and everyday citizens to protect their communities, and empower survivors with restorative care on their journey to freedom. With a proven track record of impact and strong international teams and partners, TER is a leading anti-trafficking organization in the five countries where it operates. While engaging with international teams and partners, TER's office in Colorado Springs primarily focuses on fundraising, strategic leadership, administration, marketing and communications, and data-driven systems that impact the entire organization.

Job Description

Job Summary:

The Senior Director of Foundation & Corporate Relations plays a critical role in advancing The Exodus Road's mission by developing and stewarding a diverse portfolio of organizational funders — including foundations, corporate partners, and government entities. Reporting to the Vice President of Development, this leader will build a robust giving strategy that drives sustainable and growing revenue across all three streams.

The ideal candidate is a strategic, relationship-driven professional with a big picture perspective on how to cultivate and grow organizational funding. This candidate brings expertise in private and public foundations, national corporate partnerships, and federal funding opportunities.



Job Responsibilities:

Foundation Relations & Grant Strategy

- Manage and grow a portfolio of foundation funders, ensuring meaningful engagement, timely reporting, and strong renewal rates.
- Create the strategy to guide new foundation prospecting - aligning funder priorities with TER's domestic and international programmatic work.
- Supervise and support the Grant Manager in producing high-quality grant submissions and letters of inquiry to foundations aligned with TER's mission and funding priorities
- Work with Grant Manager to ensure accurate management of the grants calendar, deadlines for applications, reports, and renewals across all foundation relationships.

Corporate Relations & Business Partnerships

- Build and manage a portfolio of corporate partners on a national or global scale, developing relationships that result in financial support, mutually beneficial partnerships, and employee engagement opportunities.
- Develop tailored cultivation and solicitation strategies for corporate donors based on giving capacity, mission alignment, and partnership goals.
- Represent TER at large corporate events and high-end networking opportunities to expand the organization's presence in the business community.

Government Funding

- Identify and pursue federal, state, and local government grant opportunities aligned with TER's domestic and international programs.
- Manage government grant compliance, reporting requirements, and relationship stewardship with program officers.
- Collaborate with TER's D.C. lobbying firm on policy-related funding opportunities and government engagement strategies.
- Stay current on government funding landscapes relevant to TER program goals.

Strategy & Execution

- Contribute to the design and implementation of TER's organizational giving strategy within the broader development plan.
- Support the VP of Development in meeting annual fundraising goals by delivering on organizational revenue targets across foundation, corporate, and government streams.
- Partner closely with the Development, Marketing, and Programs teams to align messaging, grant narratives, and impact reporting.



- Contribute to a collaborative, innovative, and high-accountability team culture.

Accountability & Reporting

- Track and report on progress toward portfolio goals, including grant submissions, corporate solicitations, and institutional revenue.
- Maintain accurate and timely documentation of all donor and funder activity within the CRM.
- Maintain high standards of integrity, confidentiality, and professionalism in all funder interactions.
- Provide regular updates and strategic insights to the VP of Development regarding giving performance and opportunities.

Job Requirements:

- Bachelor's degree required in nonprofit management, communications, business, or related field
- Minimum 8 years of nonprofit fundraising or institutional relations experience, with demonstrated success across foundation, corporate, or government funding.
- Strong leadership skills managing direct reports and / or cross-functional teams.
- Proven track record of securing five- and six-figure institutional gifts and grants.
- Experience directing complex grant strategy and ensuring high-quality proposal execution through a team.
- Strong relationship management, communication, and interpersonal skills.
- Experience using data and CRM systems to drive strategy and track engagement.
- Excellent written and verbal communication, with the ability to craft compelling reports and proposals.
- Collaborative and team-oriented, with a commitment to shared goals and organizational impact.
- Highly organized, detail-oriented, and self-motivated with the ability to manage multiple deadlines simultaneously.
- Deep passion for the mission of The Exodus Road.
- Willingness to travel regionally and nationally for funder visits and events.
- Proven demonstration of The Exodus Road's organizational values.

What Does Success Look Like?

First 90 days

- Gain familiarity with TER program areas - prevention, intervention, and aftercare.
- Gain understanding of current and historical funding relationships, in particular with foundations, government and corporate relations.
- Become proficient in TER tools such as Claude, Notion, and Virtuous.



6 months

- Begin establishing relationships with key funders.
- Develop a cultivation and growth strategy within foundation, government and corporate pipelines to align with the TER 5-year strategic plan, including building upon existing relationships and expanding into new areas.
- Develop and maintain reporting and systems that enable real-time tracking of activity and progress, including the current grants calendar with deadlines.

1 year

- Execute and adapt growth strategy in conjunction with the Development team.
- Meet or exceed assigned foundation and corporate revenue and engagement goals.
- Develop strong collaboration across teams, resulting in effective storytelling and donor engagement.

Interested applicants should send a resume and cover letter to the following email with the job title noted in the subject line: **Careers@TheExodusRoad.com**

The Exodus Road does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. TER is a nonsectarian nonprofit, and all salary ranges are determined by a third-party consultant and deemed as fair and competitive in the state of Colorado.