



DIRECTOR OF DEVELOPMENT

POSITION PROFILE

Organization: ***Ingenuity***

Location: ***Chicago, IL***



MANEVA



Founded to bridge the gap in arts education access, Ingenuity is dedicated to ensuring that every student can discover a creative outlet to fully express their artistic potential. Ingenuity is driven by a passion for equity, collaboration, and transformative learning experiences that empower students, educators, and communities alike.

Ingenuity transforms arts education in Chicago Public Schools by collecting CPS arts education data on behalf of the district, developing powerful data tools, investing directly into schools through the Creative Schools Fund, and fostering collaboration among schools, arts organizations, and public sector leaders to ensure every student—at every grade level, in every school—has consistent, high-quality access to the arts.

Ingenuity strengthens the systems that support arts education through several key approaches:

- **Data & Research:** Collecting data and providing the insights that fuel data-driven strategy including tools and reports that help frame the current state of arts education access and highlight where opportunities remain. These valuable insights inform equity-focused strategies that expand access and quality across the city.
- **Partnerships & Learning:** Building capacity, connection, and collaboration by supporting CPS educators and arts partners with professional learning and relationship-building tools that make arts education more impactful and equitable.
- **Advocacy:** Ingenuity collaborates with stakeholders across Chicago to establish and strengthen a citywide network that advocates for the support needed to advance arts education policy at both the district and state levels.
- **Grants:** Ingenuity operates the Creative Schools Fund which ensures resources get into the schools that need them most, expanding access to high-quality, teacher-led arts programs in every CPS grade.

BY THE NUMBERS

- > 12 Years of Arts Education Data Collection and Reporting.
- > 179% Increase in Percentage of CPS schools Rated as Excelling in Arts Education Access and Quality since 2012-13.
- > 400 Arts Organizations Partnering with 600+ CPS schools.
- > \$24M+ Invested in CPS Schools through the Creative Schools Fund.

For more information visit Ingenuity's [website](#).



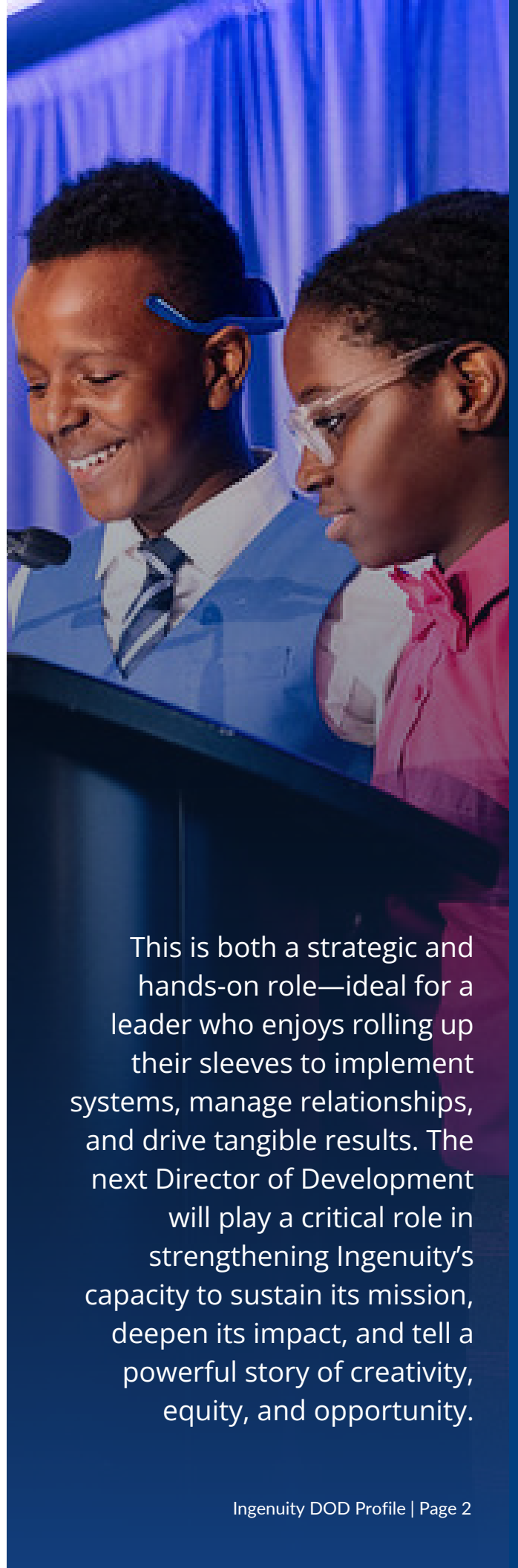
DIRECTOR OF DEVELOPMENT

Ingenuity seeks a Director of Development who will bring clarity, systems, and strategic focus to the organization's next phase of growth. This is a pivotal leadership role for a development professional who is able to effectively balance the setting of strategy with its implementation. This leader must be someone who can build structure while cultivating relationships that sustain and expand impact.

Reporting to the Executive Director, leading a team of 2, and serving as a key member of the senior team, the Director of Development will lead all fundraising and external engagement activities, including individual, foundation, and corporate giving, as well as the organization's signature event, Tapestry.

Ingenuity currently manages a \$3 million annual budget, with approximately \$1 million directed to the Creative Schools Fund (CSF) and \$2 million supporting Core Operations—including data and research, partnerships and learning, and marketing and communications.

The next Director of Development will play a pivotal role in growing both sides of this portfolio, working toward an annual CSF goal of \$3 million and expanding Core Operations funding to \$3 million. The ideal candidate will bring strong management skills, a data-informed approach, and a collaborative spirit that strengthens alignment across development, programs, and communications.



This is both a strategic and hands-on role—ideal for a leader who enjoys rolling up their sleeves to implement systems, manage relationships, and drive tangible results. The next Director of Development will play a critical role in strengthening Ingenuity's capacity to sustain its mission, deepen its impact, and tell a powerful story of creativity, equity, and opportunity.



DIRECTOR OF DEVELOPMENT

The Director of Development will have the opportunity to:

Build and
Strengthen
Development
Systems

Establish clear processes, tools, and structures to increase the efficiency and effectiveness of Ingenuity's fundraising operations. Fully leverage existing donor databases and software, create standard operating procedures, and implement systems that track performance, ensure follow-through, and position the team for growth.

Drive
Fundraising
Strategy and
Execution:

Lead the design and implementation of comprehensive fundraising strategies that encompass all types of giving, with a special emphasis on individual giving. Develop robust pipelines for prospects, ensuring alignment between donor interests and program realities. Oversee the Tapestry gala (raising approximately \$500K annually) in partnership with external consultants and staff, ensuring both fundraising success and mission resonance.

Enhance
Collaboration &
Communication
Across Teams:

Serve as a connective partner between Development, Programs, and Communications to ensure storytelling reflects Ingenuity's true work and impact. Facilitate shared understanding of data, metrics, and outcomes—moving beyond attendance measures to reflect program quality and community value.

Engage and
Leverage the
Board of
Directors

Partner with the Executive Director to support and grow the board, currently at 15 members, through thoughtful recruitment, stewardship, and engagement. Use sound judgment in discerning when and how to involve Board Members and the Executive Director in cultivation and solicitation efforts.

Foster a Culture of
Accountability,
Learning, and
Collaboration

Model active listening, transparency, and clear communication. Support a culture where deliverables, strategy, and impact are clearly defined and connected to measurable outcomes. Champion diversity, equity, and inclusion by ensuring that development practices, messaging, and partnerships reflect and advance Ingenuity's commitment to equitable access, representation, and opportunity across the arts education ecosystem.



LEADERSHIP & COMPETENCY EXPECTATIONS

While no single candidate will bring every competency, strong candidates will see themselves reflected in the following characteristics:



Fundraising Excellence and Measurable Impact

- Proven track record of securing significant new contributions across all fundraising verticals but especially individual giving, with tangible examples of growth achieved in previous roles.
- Comfortable making the ask and articulating a clear, compelling case for support that reflects Ingenuity's mission and impact.
- Approaches donor engagement with curiosity and persistence, seeking authentic alignment between funder interests and Ingenuity's work.



Strategic and System-Oriented Leadership

- Demonstrates the ability to create and implement a sound, comprehensive development plan grounded in both vision and process.
- Brings experience building structure within a growing organization, developing systems, metrics, and efficiencies that enhance performance and sustainability.
- Balances strategic thinking with hands-on execution, understanding what success looks like in both the big picture and daily practice.



LEADERSHIP & COMPETENCY EXPECTATIONS

> **Storytelling and External Representation**

- Communicates the Ingenuity story with confidence and depth, connecting data, outcomes, and human impact to inspire support.
- Skilled in representing the organization publicly, speaking credibly to the intersection of arts, education, and equity.
- Well informed and attuned to the broader arts education landscape, understanding trends and opportunities that shape Ingenuity's work.

> **Collaborative and Inclusive Partnership**

- Highly collaborative, with a demonstrated ability to align messaging, priorities, and goals across departments.
- Models active listening, transparency, and respect for the expertise of others.
- Embodies Ingenuity's commitment to diversity, equity, and inclusion by ensuring fundraising strategies and communications reflect a range of voices and perspectives.

> **Personal Drive and Integrity**

- Relentless in pursuit of excellence, guided by curiosity, accountability, and continuous learning.
- Balances confidence with humility, bringing clarity, follow-through, and a solutions-oriented mindset.
- Energized by the opportunity to strengthen an organization that fuels creativity and equity for Chicago's young people.



LOCATION, COMPENSATION & BENEFITS

This is a hybrid role expected to be in office 3 days a week, based out of Ingenuity's offices in Chicago's River North neighborhood.

Salary for this role is based on a variety of factors including, but not limited to, skill set, level, and years of previous/applicable experience. The salary range for this role is between \$130,000 - \$140,000, accompanied by a strong benefits package.

HOW TO APPLY

To express your interest in this opportunity, please submit your resume and cover letter [here](#).

All inquiries and discussions will be handled with the utmost confidentiality. This position is available immediately, and applications will be reviewed on a rolling basis until the role is filled.

We look forward to connecting with you!



ABOUT MANEVA GROUP

Maneva Group is a leading woman and minority owned executive search firm dedicated to connecting exceptional talent with organizations committed to making a meaningful impact. Through a consultative and client-focused approach, Maneva Group partners with mission-driven organizations to build transformative leadership teams.

Our name, Maneva, comes from the combination of two Sanskrit words: “**Mānav**” meaning mankind & “**Sevā**” meaning service. We are driven by the ideal of our name - service to humanity.