



of the Valley

Director of Development

Girls Inc. of the Valley • Holyoke, Massachusetts

Full-Time • Hybrid, based on business need • Reports to the Executive Director • Immediate Start



About Girls Inc. of the Valley

Girls Inc. of the Valley has called Holyoke home since 1981, and its mission is a clear one: to inspire all girls to be strong, smart, and bold. As an affiliate of the National Girls Inc. network, it works with girls ages 5 to 18 in Holyoke, Springfield, and Chicopee through after-school, summer, and in-school programs. Those programs range from elementary and high school offerings to Eureka!, a STEM program where students study alongside professors at UMass. Today the organization strives to reach over 1,000 girls a year on an annual budget of about \$2 million, and its finances are stable and growing. In 2026 Girls Inc. of the Valley opened a newly renovated permanent home at 480 Hampden Street in Holyoke, the result of a \$7.25 million fundraising campaign that gave the organization more room and more capacity to reach girls.

Everything here starts with the Girls' Bill of Rights and a real commitment to equity and inclusion. Girls come first in every decision, and the goal is always to help each one reach her full potential.

The organization is deeply rooted in its community and growing fast, and it is now looking for a development leader to help write the next chapter.

The Opportunity

Girls Inc. of the Valley just opened a brand-new home and is growing fast. The next Director of Development gets to fuel what comes next: the fundraising that sustains the new home and turns real momentum into lasting impact for girls across the Valley.

The organization is looking for a strong communicator to lead its full development function, from individual giving and major gifts to grants, events, and corporate partnerships. Communication is the core of this role. You will tell the Girls Inc. story, so people remember it, listen to what donors and partners truly care about, and build trust with everyone from board members to the families the organization serves. You will report to the Executive Director and sit on the leadership team.

You will also work side by side with the programs team. The best fundraising grows straight out of the work itself, so knowing the programs up close is what lets you make a case for support that lands.

What You'll Do

- Build and run a fundraising strategy that grows and widens revenue across individual giving, major gifts, grants, sponsorships, and events.
- Carry your own portfolio of major and mid-level donors, building relationships that last and grow their giving overtime.
- Lead and support a small development team, setting priorities and helping them do their best work.
- Oversee the donor database, gift processing, moves management, and reporting, keeping everything accurate and ready to guide decisions.
- Draw on your own relationships and networks to connect Girls Inc. with new donors, funders, and community partners.
- Provide direction and support to the grant team as they identify funders, develop proposals, manage reporting, and maintain funder relationships.
- Lead or help shape capital and campaign efforts and support the Executive Director and Board in their own fundraising and donor work.
- Work closely with the programs team so fundraising priorities line up with program goals and every dollar backs the mission directly.
- Serve in a community-facing role, building relationships with businesses, foundations, and community leaders across the Pioneer Valley.
- Tell the Girls Inc. story where it counts: in donor conversations, proposals, presentations, events, and the organization's case for support.
- Work closely with the departments that run the signature fundraising events, which bring in revenue, raise the organization's profile, and draw in new supporters.

What You Bring

- A bachelor's degree in communications, marketing, planning, or management, or an equivalent combination of training and experience that brings the same knowledge, skills, and abilities.
- Five to ten years of fundraising and development experience with growing responsibility, ideally at a nonprofit or mission-driven organization.
- Strong communication and relationship skills, on the page and in the room, with a talent for storytelling, listening, and team building.
- Experience across the full range of fundraising: annual giving, major gifts, capital campaigns, foundation and corporate giving, planned (deferred) giving, communications, and special events.
- A natural rapport with program staff, and the ability to turn what happens in the programs into a clear case for support.
- A real commitment to equity and inclusion, and to connecting with the diverse community of girls, families, and supporters the organization serves.

- A history of closing major gifts yourself and hitting or beating revenue goals.
- The range to think big and still handle the day-to-day, plus comfort with donor databases and using data to steer the work.
- Belief in Girls Inc. mission of inspiring all girls to be strong, smart, and bold.

Who Thrives in This Role

The right person loves connecting with people and telling a story that matters. They bring energy and follow-through, work well on a small team, and see fundraising as a way to invite the whole community to invest in girls across the Valley. Above all, bring a genuine passion for the mission of fundraising and relationship-based development work.

Compensation & Benefits

Salary range: \$95,000 to \$120,000, based on experience.

Girls Inc. of the Valley offers a competitive benefits package that includes health, dental, and vision coverage, paid time off and holidays, and a retirement savings plan. Beyond compensation, this is an opportunity to join a close-knit, mission-driven team at a pivotal moment of growth, with real room to shape the organization's development function and see your work translate directly into impact for girls across the Valley.

How to Apply

Girls Inc. of the Valley has partnered with The MH Group, a Massachusetts-based, MBE/WBE-certified executive search firm, to lead this search. All applications, inquiries, and nominations will be handled with discretion.

To apply, please send a resume and a short letter of interest through The MH Group: [Click Here](#)

Applications are reviewed as they come in. Candidates who apply within 30 days will be given priority, and all qualified applicants are encouraged to apply.

Girls Inc. of the Valley is an Equal Opportunity Employer and welcomes applicants of all backgrounds.

Girls Inc. is committed to providing an accessible application process. If you need an accommodation to complete your application, please contact The MH Group at info@themhgrp.com, and we will work with you to meet your needs.

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