



# Wildflower National Development Leader

## Summary

The Wildflower Foundation seeks a new partner to lead our national development team. If you have a demonstrated track record of success as a fundraising leader for an entrepreneurial non-profit and are looking for a chance to apply your skills in a new environment at the leading edge of organizational design, in support of a radically out-of-the-box school model, this could be for you.

## Who we are

Wildflower is a national network of tiny, teacher-led Montessori schools supported (but not controlled) by The Wildflower Foundation. We serve children from birth through high school, with each school covering a three-year Montessori age span. Our schools connect to parents' and teachers' deepest intuitions about what children need - free choice within a rigorously prepared environment; intentional diversity; a safe, caring community; integration between home, school and the surrounding neighborhood; and a connection to nature. In addition to creating schools, we are doing ground-breaking work using invisible sensor technologies to support child-centered education, so that information about what young children choose to work on can be captured for teachers without interfering in the educational design of the classroom.

The first Wildflower school started in Cambridge, Massachusetts, in 2014. Today, 22 schools operate in five states (MA, MN, IN, RI, KY) and Puerto Rico, as a mix of charter micro-schools, district-hosted innovation schools and nonprofit schools partially supported by childcare subsidies and/or vouchers. We're adding new schools this year in NJ, NC, OH, CO and CA, with NY and DC coming soon. We envision a world in which empowered teachers and empowered parents join together to create beautiful, life-affirming learning environments in every neighborhood, in the U.S. and around the world.

We use a cutting edge set of organizational methods that replace hierarchy and control with processes that support distributed leadership and minimal bureaucracy. It's a great way to work and we're having fun figuring it out as we go. You can read more about our methods in [The Wildflower Collection](#), or in *Reinventing Organizations*, by Frederic Laloux. We are based in Minneapolis, MN, though staff live in cities across the country.

## What will you do?

Your primary role will be to lead our National Development circle which raises money from national philanthropists - currently raising \$7 million per year. One of the features of our self-management system is that people have multiple roles in different parts of the organization, and once you get settled into your national development role, you may take on other roles too.

The central purpose of the National Development circle is to ensure we have the resources necessary to build out the Wildflower platform and support regional growth, by stewarding our relationships with our anchor national donors, identifying and cultivating new donors, and handling all operations associated with development.

## Who are we looking for?

- You have a direct, personal connection to the work of ensuring that every child gets the education they deserve, and you are excited about Wildflower's approaches - teacher leadership, microschoools, child-centered education / Montessori, intentional diversity, innovation
- You have a strong track record raising money to support a fast-growing effort with social purpose
- You are purpose-driven and entrepreneurial and will thrive in our self-managed environment

- You've managed big projects and teams, and while you've been successful as leader and manager, you have a sense that there must a better way for people to work together. You are looking for an environment in which you can work with an incredible team to reach new levels of organizational effectiveness, while supporting a very out-of-the-box school model that is as challenging to traditional modes of educating children as our management systems are to traditional management methods
- You are great at the core work of development - strategic thinking, relationship building, written and oral communication, tight management of development processes and follow up

We are particularly interested in meeting candidates with diverse backgrounds. Wildflower is an equal opportunity employer. If you are interested in the role or have suggestions for folks who might be, please contact [matthew.kramer@wildflowerschools.org](mailto:matthew.kramer@wildflowerschools.org). All communications will be kept strictly confidential.