



Senior Manager of Partner Development Teams

Christ-Centered Ministry Leadership

Description/Purpose

CPC is seeking a Christ-centered, hands-on leader to serve in the role of Senior Manager of Partner Development Teams. This person leads and develops teams that build relationships with individuals, businesses, and churches, deepen engagement with CPC, and grow financial partnerships that help fulfill CPC's mission to save lives, spare hearts, and spread the gospel of Jesus Christ in South Hampton Roads.

The Senior Manager puts ministry priorities into practice through clear goals, coaching, delegation, and follow-through. This role ensures CPC's partner-development process is carried out consistently and effectively. The Senior Manager's primary contribution comes through leading and developing the teams, while also supporting selected relationships and important partner conversations as needed.

Responsibilities

The successful candidate will:

- Lead, manage, coach, and hold accountable Partner Development teams serving individuals, businesses, and churches.
- Establish clear priorities, goals, expectations, and deadline; delegating effectively and ensuring timely follow-through.
- Invest in staff development through regular meetings, training, encouragement, practical coaching, and direct performance feedback.
- Ensure team members consistently carry out CPC's partner-development process and maintain accurate relationship records and next steps.
- Help staff move relationships beyond awareness toward meaningful ministry engagement, appropriate invitations to participate, and ongoing financial partnership.
- Track activity, progress, and outcomes using metric cards and other tools; identify trends, needs, and opportunities for improvement.
- Oversee CPC's speaking and presentation initiatives, including the Speakers Bureau, church presentations, tabling, and other external opportunities.
- Support selected relationships and partner conversations when the relationship or team member would benefit from the Senior Manager's involvement.
- Coordinate effectively with other CPC staff, volunteers, vendors, and service providers as needed.
- Uphold CPC's policies and procedures and contribute to team efforts through clear communication, appropriate deadlines, and dependable follow-through.
- Support CPC's religious mission and encourage the spiritual growth of staff and clients.
- Reinforce the humanity of the unborn child with clients, their guests, staff, and others.
- Share the gospel of Jesus Christ with clients and supporters and pray with them as appropriate.
- Lead or participate in shared prayer and devotions as opportunities arise.
- Perform other duties as assigned, based on organizational needs and employee skills.

Qualifications

Professional and Leadership

The successful candidate will:

- Have at least two years of leadership experience in a setting where clear goals and accountability were important, such as fundraising, sales, account management, customer service, donor relations, business development, ministry partnerships, or church leadership.
- Demonstrate the ability to lead, develop, and hold people accountable while accomplishing meaningful goals through the work of others.
- Be comfortable with goals, metrics, delegation, follow-up, and direct but gracious performance conversations.
- Demonstrate the ability to establish and maintain trusted relationships with partners and others throughout the community.
- Exhibit strong organizational, analytical, written, and oral communication skills.
- Manage multiple projects, priorities, and deadlines in a fast-paced and changing environment.
- Be proficient in Microsoft Office products.

Have Experience with a donor database or CRM (preferred).

- Possess a BS/BA or equivalent experience (preferred).

Spiritual and Personal

The successful candidate will:

- Have a personal, vital, and growing relationship with Jesus Christ and be able to share the gospel.
- Be an active and committed part of a local, gospel-preaching church.
- Be in complete agreement with CPC's Mission, Core Values, Statement of Principle, and Statement of Faith.
- Express a desire to be part of reaching at-risk patients considering abortion.
- Believe in the sanctity of all human life from the moment of conception through natural death.
- Demonstrate humility, teachability, servant leadership, initiative, and flexibility, and be well-ordered in personal life.
- Have a warm, gentle, and hospitable spirit for the family of CPC.

Schedule

The Senior Manager of Partner Development Teams is a salaried, full-time position. The employee is expected to be available during normal weekday office hours. Some work may be performed remotely. Some evenings and weekends are required for fundraising and appreciation events, speaking engagements, church presentations, and tours of CPC's ministry facilities, including its Pregnancy Medical Clinics.

Compensation and Benefits

Salary range: \$50,000 - \$60,000

Compensation will be based on relevant experience, leadership ability, and qualifications. This position is eligible for performance-based bonuses tied to established organizational and role-specific goals. Benefits may include health and dental insurance, long-term disability insurance, paid time off, and a 403(b)-retirement plan.

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