



FOUNDATION
COLORADO STATE UNIVERSITY

Senior Associate Athletic Director for Development

Position Summary

The Senior Associate Athletic Director for Development provides senior leadership, management, strategic planning, and oversight of its fundraising operations for the CSU Department of Athletics in the areas of philanthropy, development, and major gifts. Employee is responsible for planning and executing a comprehensive strategy to promote and optimize financial support on local, regional, and national levels for CSU Athletics and its 16 NCAA Division I intercollegiate athletics programs.

Position Information

- **Position Title:** Senior Associate Athletic Director for Development
- **Organization Name:** Colorado State University Foundation
- **Employment Type:** Full-time
- **FLSA Status:** Exempt
- **Location:** Fort Collins
- **Salary Range:** \$125,000 - \$165,000 annually
- **Priority Consideration Date:** 05/31/2026

Organizational Overview

Located in the beautiful town of Fort Collins, Colorado State University is a premier land-grant university with world-class programs in education, outreach, and research. CSU has a student body of over 34,000 students, 7,400 employees, 258,000 living alumni, and annual research expenditures exceeding \$498 million.

The Colorado State University Department of Athletics sponsors 16 men's and women's intercollegiate sports and competes as a member of the NCAA Division I-FBS. The University is a current member of the Mountain West Conference and future member of the Pac-12 Conference. The University is located in Fort Collins, Colorado, 65 miles north of Denver. More information on the University and its intercollegiate athletics program can be found at www.csurams.com and www.colostate.edu.

The Colorado State University Foundation is in the midst of exciting growth as the University Advancement division of CSU transitions to the Foundation. This merger will allow us to more effectively serve our donors, alumni, and stakeholders with a unified structure, strengthen accountability, and build the capacity to scale our fundraising enterprise. With one of the leading development teams in the country, we most recently achieved our highest fundraising year to date in 2025.

Essential Duties and Responsibilities

- Provide senior leadership, management, strategic planning and oversight for the fundraising operations of the Department.
- Work with Director of Athletics, Athletics executive leadership, and other internal constituents to develop and implement a strategic development plan for the department.
- Maximize philanthropic giving through individual, corporate and foundation giving as well as estate and deferred giving.
- Ensure that all gifts are processed according to CSU Foundation policy and donors are appropriately recognized and stewarded.
- Cultivate and maintain effective relationships with coaches and staff, former CSU student-athletes, donors, alumni, and business and community leaders for the purpose of direct student-athlete support.
- Participate as a member of the Athletics Development unit by attending staff meetings and collaborating on initiatives that serve the best interests of CSU Athletics.
- Maintain comprehensive understanding of unit's goals, priorities, and supports the department's programs and events.

Supervision

The Senior Associate Athletics Director oversees the Athletics Development full-time staff, interns, and hourly employees when applicable.

Required Qualifications

- Bachelor's degree from an accredited institution
- Minimum of 5 years progressive fund-raising or development experience with a proven record of success in identifying, cultivating, soliciting and stewarding special or major gifts from individuals, corporations, and foundations
- Minimum of 3 years of experience supervising and mentoring full-time, professional staff including hiring, leading, and motivating teams of highly qualified and specialized individuals
- Knowledge of appropriate NCAA rules and regulations and a commitment to conduct all activities in compliance with NCAA, conference, and Colorado State University rules and regulations
- Demonstrated experience with managing a budget to achieve goals
- Must have a valid driver's license or the ability to obtain a driver's license by the employment start date
- Ability to work non-standard hours, including nights and/or weekends, as needed, and travel in and out of the state

Preferred Qualifications

- Master's degree or equivalent
- Certified Fund Raising Executive (CFRE) or other relevant professional certification
- Previous experience in NCAA Division I FBS.
- Experience with fundraising for major and complex capital projects including major facilities.
- Demonstrated knowledge of current and anticipated financial changes in NCAA landscape
- Advancement leadership experience
- Experience working in and/or fundraising for institutions of higher education
- Ability to set priorities, work independently and build cross collaborative teams

- Experience in managing complex, multi-disciplinary fundraising projects
- Demonstrated track record of being donor centric, building donor relationships, working collaboratively, strategically, and with integrity
- Encompasses traits of good judgment and confidentiality in communication
- Effectively work with dynamic, diverse groups to include families, students, faculty, alumni, professionals, university leadership of others
- Experience with CRM and donor management systems

To apply, please submit a resume and cover letter indicating your qualifications for this role to: CSUF_hiring@mail.colostate.edu

We are committed to supporting the holistic health and well-being of our employees. Our comprehensive benefits package includes medical, dental, vision and retirement plans; generous paid time off; and a robust Employee Assistance Program.

CSU Foundation is an Equal Opportunity Employer. Consistent with the Americans with Disabilities Act (ADA) it is our policy to provide reasonable accommodation when requested by a qualified applicant or employee with a disability unless such accommodation would cause undue hardship.