

VP of Corporate Development

Job Description

Position Title:	VP of Corporate Development
Division/Department:	Administration
Reports to:	CEO
Location:	Hybrid
Salary Range:	\$86,000 – \$129,000

JOB SUMMARY

About First Tee – Greater Richmond

First Tee – Greater Richmond (FTGR) is a youth development organization that uses the game of golf and the values it teaches to positively shape the lives of young people from all backgrounds. FTGR strengthens the community by offering safe, supportive programs that help youth build resilience, develop critical life skills, and benefit from caring adult supervision.

Position Overview

The VP of Corporate Development serves as the organization's senior leader for developing, securing, and stewarding high-value corporate partnerships. This role combines strategic vision with hands-on execution, driving revenue growth through sponsorships, cause-marketing collaborations, and long-term corporate alliances.

The executive in this role will shape FTGR's sponsorship strategy, elevate the organization's presence within the corporate sector, and build a sustainable pipeline of partners who are aligned with and committed to advancing the organization's mission.

ESSENTIAL FUNCTIONS

Essential functions, as defined under the Americans with Disabilities Act, may include the following tasks, knowledge, skills, and other characteristics. This list of tasks is illustrative ONLY and is not a comprehensive listing of all functions and tasks performed by positions in this class. It does not imply that all positions within the class perform all the duties listed, nor does it necessarily list all possible duties that may be assigned. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Strategic Leadership

- Develop and execute a multi-year corporate sponsorship strategy aligned with organizational goals and programmatic priorities.

- Identify emerging market opportunities and design innovative partnership models that appeal to corporate social responsibility (CSR), marketing, and community engagement teams.
- Serve as a key member of the executive leadership team, contributing to organizational planning, revenue forecasting, and brand positioning.
- Support executive planning, revenue forecasting, and brand positioning as a key member of the leadership team.
- Lead all stages of the sponsorship cycle: prospecting, pitch development, negotiation, contracting, and activation planning.
- Create compelling sponsorship packages, customized proposals, and partnership decks that articulate clear value for corporate partners.
- Build and manage a robust pipeline of prospective sponsors across industries.

Corporate Partnership Development

- Serve as the primary relationship owner for corporate partners, ensuring exceptional stewardship and long-term retention.
- Collaborate with internal teams to deliver high-quality activation of sponsorship benefits, including events, programs, venue placements or entitlements, and community initiatives.
- Represent the organization at industry conferences, regional networking and sporting events, and corporate meetings to elevate visibility and cultivate new relationships.
- Coordinate closely with internal teams to ensure partnership commitments are delivered successfully.
- Work closely First Tee team to ensure seamless execution of partnership deliverables.
- Partner with the CEO and development team to align corporate sponsorships with philanthropic giving strategies.

Team Leadership & Cross-Functional Collaboration

- Lead, support, and collaborate with internal teams to ensure strong coordination across development, programming, marketing, operations, and events.
- Provide guidance and accountability for partnership deliverables, timelines, and cross-functional priorities.
- Foster a collaborative, mission-driven culture that supports organizational goals and advances the impact of First Tee – Greater Richmond.

JOB REQUIREMENTS AND QUALIFICATIONS (education and experience)

- Bachelor's degree in business administration, youth development, education, sports management, nonprofit management, business administration, or a related field preferred; equivalent professional experience may be considered
- 15+ years of experience in corporate partnerships, sponsorship sales, business development, or related fields; nonprofit or sports industry experience strongly preferred.
- Proven track record of securing significant corporate sponsorships and partnerships.
- Strong executive presence and the ability to communicate value to senior corporate leaders.
- Deep understanding of sponsorship activation, brand alignment, and CSR trends.
- Passion for youth development, sports, and community impact.
- Relationship-driven strategic thinker with a builder's mindset.

- Entrepreneurial, resourceful, and comfortable leading both vision and execution.
- Collaborative leader and teammate who thrives in a fast-paced, values-driven culture and will always push the organization's mission forward.

OTHER INFORMATION AND EXPECTATIONS

- Maintains adherence to the organization's policy on confidentiality in all matters regarding personnel, financial, volunteer, and other business information about the organization.
- Seeks and participates in continuing education or professional development related to the position, the organization, or both.

WORK ENVIRONMENT, TRAVEL AND EXPECTED WORK HOURS

The position will require 40 hours per week and operate Monday through Friday, 9:00am – 5:00pm. Some evening and weekend work will be required on occasion to support the organization, special events, and tournaments.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is required to stand; walk; sit; use hands to handle, or feel objects, tools or controls; use fingers and hands to control computer mouse, type or write; reach with hands and arms; talk and hear. Specific vision abilities required by the job include close vision, distance vision, color vision, and the ability to adjust focus.

APPLICATION PROCESS

Email a cover letter, resume, and three references (name, contact information, relation to applicant) to Brent Schneider, CEO, Brent@firstteerva.org

EEO STATEMENT

First Tee - Greater Richmond provides equal employment opportunities (EEO) to all employees and applicants and does not make employment decisions because of or on the basis of race or traits historically associated with race, including hair texture, hair type, and protective hairstyles such as braids, locks, and twists, color, religion, sex, sexual orientation, gender identity, pregnancy, childbirth, or related medical conditions, including lactation, age (40 years of age or older), national origin, disability, marital status, veteran status, or any other basis prohibited by federal, state, or local law. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

The statements herein are intended to describe the general nature and level of work being performed by the employee in this position. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in this position. First Tee – Greater Richmond reserves the right to modify the scope of this position. Factors that may affect this position include, but are not limited to, those related to business needs, organizational structure, industry trends, and individual skills and performance.