



HIS WAY AT WORK

Job Description

Company: His Way at Work
Position: Director of Development
Website: <https://hwaw.com/>

Company:

His Way at Work (HWAW) is a nonprofit organization dedicated to helping business leaders transform their workplace culture by integrating Christian values into their company's daily operations. Founded on the belief that business can be a powerful platform for living out faith, HWAW equips CEOs and leadership teams with a proven framework to care for employees, serve communities, and inspire purpose beyond profit.

Through coaching, tools, and peer support, HWAW empowers companies to create intentional, Christ-centered cultures where people thrive—spiritually, personally, and professionally. With a growing network of mission-driven businesses across the U.S. and Latin America, His Way at Work is redefining success by placing people and purpose at the heart of business.

Catholic Success Profile

Role Summary:

- Is a faithful and practicing Catholic with a personal relationship with Jesus Christ and a deep love for His Church, fully embracing the universal call to holiness and the New Evangelization.
- Understands the vocational dimension of work and views the marketplace as a mission field for sanctification, evangelization, and the transformation of culture.
- Joyfully embraces the mission of HWAW: "To transform workplaces by inspiring business owners to consecrate their companies and equipping them to pursue eternal value, placing God at the center."
- Provides Spirit-led leadership, strategic oversight, and execution to ensure that the apostolate is spiritually and financially resourced to fulfill its present and future mission in fidelity to the Magisterium.

Essential Responsibilities:

- Leads the design and implementation of a spiritually grounded development strategy aligned with Catholic principles of stewardship, generosity, and mission.
- Oversees all fundraising efforts, major donor cultivation, grant writing, and philanthropic partnerships in support of HWAW's apostolic efforts.
- Builds and nurtures relationships with benefactors and philanthropic partners, helping them discern their role as stewards of God's resources.

- Represents HWAW at ecclesial, professional, and marketplace events with credibility and reverence, bearing witness to the Gospel through words and presence.
- Evangelizes and accompanies Catholic business leaders, inviting them into deeper communion with Christ and greater generosity in service of the mission of transforming workplaces into outposts of the Kingdom.

Success Factors:

- A mission-aligned strategic development plan is prayerfully created and effectively executed.
- Fundraising benchmarks and revenue targets are consistently met or surpassed in alignment with mission priorities.
- Donor relationships are cultivated with pastoral sensitivity, integrity, and gratitude, fostering a growing community of Catholic benefactors who feel personally invested in HWAW's mission.

Behavioral Characteristics:

- Lives a sacramental life and actively participates in the life of the Church (Mass, confession, spiritual direction, etc.)
- Can articulate the Catholic faith with clarity, confidence, and charity, especially regarding the dignity of work, the vocation of business, and the Church's social doctrine.
- Exercises prudence, wisdom, and servant leadership in financial stewardship and strategic planning.
- Demonstrates strong written and verbal communication skills, with a charism for storytelling and mission-centered fundraising.
- Possesses a spirit of generosity, humility, and excellence in service to the HWAW team, partner companies, and the broader Church.
- Is a faithful steward of time, talent, and treasure, always seeking to glorify God and build up His Kingdom.

Education & Work Experience:

- Bachelor's degree required; advanced degree or formation in Catholic theology, ministry, or nonprofit management is a plus.
- 3-5 years of experience in mission development, fundraising, or philanthropy, preferably within a Catholic apostolate or nonprofit.
- 5-7 years of leadership experience in business, ministry, or apostolic work, with evidence of growth in responsibility and spiritual maturity.
- Experience working in Catholic workplace ministry, apostolic entrepreneurship, or evangelization efforts is strongly preferred.

Working Conditions:

- Remote work from a home office with a prayerful and professional atmosphere.
- Occasional travel (domestic and international) for events, retreats, partner engagements, and in-person team gatherings.
- Consistent and timely responsiveness to communications during core business hours (Monday-Friday, 8:00 a.m.-5:00 p.m.).



About Cornerstone Kansas City:

Cornerstone Kansas City (CKC) is a leading retained executive search firm based in Prairie Village, Kansas that helps great companies recruit great people. For more than 40 years, Cornerstone Kansas City has excelled in serving its client companies with executive talent acquisition, leadership development and career transition services across the Central Midwest region of the United States. Cornerstone Kansas City has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Senior Management-level positions. To inquire about how Cornerstone Kansas City can serve your executive talent acquisition needs, please [click here](#) to visit our website.

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