

Director of Development and Solidarity Philanthropy

About this position:

Grassroots International seeks a Director of Development and Solidarity Philanthropy to manage, expand and inspire our diverse fundraising and funder organizing program. The DDSP develops an overall fundraising strategy and coordinates implementation to meet the organization's needs and long term sustainability, and serves on the Senior Management Team. The DDSP reports directly to the Executive Director and supervises a staff of five. This full-time position is based in Boston, MA.

This will be a dream job for an organizer or activist with deep fundraising and leadership experience, or an experienced development professional with experience in social movements or community organizing - someone who's passionate about justice AND fundraising, and who wants to put their skills to work in service of grassroots movements and a vision for a more just world. The ideal candidate will be highly values-aligned, eager to learn and grow, adept at building relationships with people of a wide range of identities and cultures, and a respectful and collaborative team member and manager.

This is an exciting time to join the Grassroots International team. We're on a dynamic trajectory of growth and learning, while remaining deeply accountable to our partners and our mission. Over the last couple of years we've repeatedly broken our records for fundraising from individuals and foundations. We have a strong base of loyal, longtime donors and new donor engagement strategies are bringing in a new generation of donors. Our ED is highly involved in fundraising and the entire staff, across departments, supports a fundraising culture. The Board actively gives and engages in fundraising.

Last year we launched a new strategic plan which renews our commitment to funding social movements through long-term partnership with those movements, and sets goals for deepening and expanding our grantmaking as well as advancing our model of Solidarity Philanthropy - decolonizing philanthropy to center those most impacted by fundamental inequities and climate change.

The Director of Development and Solidarity Philanthropy will play an essential role in realizing our strategic plan by leading our team to secure funds from values-aligned foundations and individual donors and by providing leadership in organizing funders and donors as organizers and activists themselves. We see ourselves not just as an intermediary for institutional and individual funders, but an organizer, bridge builder, and leader promoting a bolder, more progressive politic in philanthropy to mobilize more resources toward global movements. The DDSP will be an integral part of that strategy.

About Grassroots International:

Grassroots International connects people in the US with global movements that defend land, territory, water, food, seeds and the earth. Together we address the root causes of injustice and oppression, and build alternatives that nurture human rights, ecological justice, and liberation. We do this through grantmaking, social action, and philanthropic leadership. As a public foundation, Grassroots International raises its budget annually. Our organizational culture is collaborative, relational, and deeply mission-driven.

Responsibilities

Leadership & Management

- As a member of the senior management team, collaboratively develop and maintain a healthy and vibrant culture of collaboration, creativity, work ethic, mutual caring and highest standards of work.
- Supervise, mentor and inspire development staff to do their best and constantly learn and improve.
- As part of the senior management team, participate in the annual planning and budget forecasting and development to reflect Grassroots International's capacity, goals and mission; manage the development and communications budget.
- Represent Grassroots International in leadership roles in external networks and alliances, in public speaking, and attending events and meetings as needed.
- Lead short-, medium- and long-term planning for the development department, in coordination with overall organizational priorities.

Development

- Work in partnership with staff to create and implement a diversified fundraising plan that meets the annual budgetary needs of the organization as well as strengthens the foundation for long-term sustainability, with accountability to organizational goals. This includes institutions and foundations, major donors, individual donors, planned gifts and a variety of donor organizing opportunities.
- Create a calendar of fundraising activities and develop strategies to meet deadlines. These include but are not limited to events, solicitations, proposals, meetings and philanthropic conferences.
- Create and maintain an efficient system for the collection of internal information, such as program descriptions, budgets, etc, and other information necessary to submit proposals and solicitations in a timely manner.
- Write, edit and compile fundraising related information such as proposals, solicitations and invitations.
- Develop and oversee a planned giving program, an institutional portfolio, a major donor program, and a general donor program that are based on accessible systems which can

detail the approach and activity as well as the impact and effectiveness within each of these elements of the overall development plan.

- Oversee systems of data entry, gift acknowledgment, moves management, and volunteer management with respect to fundraising opportunities.
- Together with the Executive Director, support board members to effectively engage in fundraising work.
- Manage a significant portfolio of high-end donors, as part of the overall organizational major donor program.
- Advance Grassroots International's model of Solidarity Philanthropy in foundation and individual donor networks
- Perform additional tasks as called upon by the Executive Director.

Required Qualifications:

- Commitment to the mission of Grassroots International; demonstrated commitment to human rights and social movements or community organizing.
- At least five years of experience (may be combination of paid and unpaid) in the field of development, with success in individual and foundation fundraising.
- Demonstrated ability to build and work collaboratively with a team in a mission-driven and culturally diverse organization, ideally including some experience in a supervisory capacity.
- Experience (paid or unpaid) working in and/or supporting social justice movements or community organizing, not necessarily in a development role.
- Demonstrated ability to build strong long term relationships with donors and prospects.
- High level of self-organization with close attention to detail.
- Demonstrated understanding of and ability to communicate about complex or controversial political issues, with accountability and deference to those most impacted by those issues.
- Excellent oral and written communication skills including the capacity to communicate our mission and programs in a nuanced manner, speak publicly on program themes, and utilize marketing tools.
- Experience managing a budget of any size; proficiency with MS Excel.
- Flexibility and capacity to travel domestically and internationally, including maintenance of a valid passport
- Authorization to work in the United States

Preferred Qualifications:

- Experience in supervising multiple staff.
- Experience in grantwriting.
- Experience in managing large or complex budgets, financial information, and forecasts.
- Language fluency or competence in at least one of Grassroots International's program languages (Spanish, Portuguese, French, Kreyol, or Arabic).

- Experience with Grassroots International or any of its partners.

Compensation: Full-time position; starting salary \$66,000 - \$83,000 DOE; excellent benefits, including health, dental, disability, paid sick time and vacation, generous parental leave, and retirement.

To Apply: Send resume and a cover letter to: DDSP2020@grassrootsonline.org with DDSP and YOUR NAME in the subject line. In your cover letter, please be sure to explain one aspect of Grassroots International's mission that is particularly compelling to you and why, and why you're interested in this position specifically.

No phone calls please. Position open until filled.

Grassroots International is an Equal Opportunity Employer. Black people, Indigenous people, people of color, immigrants, LGBTQ and gender nonconforming individuals, and women are strongly encouraged to apply. We actively recruit, and support the retention and advancement of, persons of diverse backgrounds within the organization. We believe that having a board, staff, and membership with diverse identities and backgrounds enhances our ability to meet our mission and creates a vibrant environment where individuals can learn, grow and thrive. To that end, we are committed to fostering a workplace culture where all employees are equally included, valued, and supported.

Authorization to work in the United States is required.