

JOB ANNOUNCEMENT: Director of Advancement

Project Equity grows community wealth by creating more equitable communities and a resilient future through employee ownership transitions

Do you want to see a world where the average employee has economic security and businesses help build resilient communities? So do we! Project Equity helps employees, especially those in low- to middle-wage jobs, become co-owners of the businesses where they work. We raise awareness of employee ownership as a business succession strategy, conduct business outreach, and education, and provide direct support for business owners and employees to transition to employee ownership. Project Equity has grown its team three times over in recent years and is currently expanding into multiple regions around the country and piloting strategies for scale.

Help us tap incredible momentum

With income and wealth inequality (including the racial wealth gap) in the spotlight, interest in employee ownership as a practical solution has gained strong momentum and is in a moment of tremendous opportunity. Thanks in significant part to our own efforts, media outlets such as Forbes, Fast Company, National Public Radio (NPR) and The New York Times have highlighted employee ownership.

In the seven years since our launch, Project Equity has developed successful, replicable programs designed to scale; seen mounting support from foundations, financial institutions, and like-minded organizations in the field; and built a team that is well equipped to increase our impact. All of these factors put Project Equity in an exciting leadership role in a growing movement to harness employee ownership to maintain thriving local business communities, create quality jobs, and address income and wealth inequality. Join us in tapping this incredible momentum in the employee ownership space!

Your role

As Project Equity's Director of Advancement, you will lead the refinement and implementation of a robust fundraising strategy. Building on a solid foundation of funding and working closely with our Leadership, you will spearhead our next stage fundraising efforts to support growth, innovation, and large-scale impact.

Responsibilities

The Director of Advancement will be responsible for:

- (1) ensuring the success of our philanthropic and corporate grant fundraising;
- (2) developing and managing our major gifts strategy;

- (3) playing an integral role in building, then engaging our organization's first independent board of directors (we have been operating as a program of an umbrella organization, aka fiscal sponsor); and
- (4) building relationships with donors, staff and volunteers to support Project Equity's long-term funding sustainability.

Specific responsibilities include the following:

Leadership and management of development programs

- With support from the Leadership team, create and drive strategy to ensure that revenue goals are met for Project Equity's long-term growth, innovation and impact
- Design, implement, and manage comprehensive fundraising strategies to raise combined revenue from grants and donations
- Build and steward relationships with all donor constituencies (foundations, corporations, individuals, family offices, etc.), increasing and diversifying our funding sources
- Partner with Leadership to support the development of Project Equity's first independent board of directors
- Develop and secure multi-year, institutional grants, corporate partnerships, and endowments
- Lead a new major gifts strategy targeting individuals
- Supervise and support our talented development team (currently a dynamic team of two) and help leverage their talents and professional development toward Project Equity's mission

Relationships

- Build relationships with foundations, corporations and other grant-making organizations, and major donors to advance our mission and fundraising goals
- Represent Project Equity at funder meetings, special events, speaking engagements, and other events to help build awareness and foster relationships
- Strategically curate key meetings for Leadership
- Oversee or coordinate occasional events that interface with our fundraising strategy
- Support our field-building efforts to build support in philanthropy circles for the employee ownership transition strategy

Major gifts

- Plan and lead a new individual major gifts strategy, working collaboratively with Leadership, board members and staff
- Research major gift prospects, emphasizing gifts of \$100,000 or greater, and execute effective donor cultivation and solicitation strategies

- Grow relationships with major gift donors, cultivating regular touch points and interactions with them, and designing and managing a donor recognition and stewardship program
- Track and assess major gift fundraising metrics
- Develop and maintain effective and engaging materials to share with donors, in collaboration with the marketing team

Board development and engagement

- Partnering with Leadership, support effective board recruitment for Project Equity's first governing board (we currently operate as a program of a nonprofit umbrella organization, aka fiscal sponsor, so do not have our own board yet)
- Support effective identification and cultivation strategies for prospective board members
- Help develop strong ethos among new board around giving, connecting and supporting development
- Staff board development committee meetings
- Support ongoing board engagement to advance development strategies and goals

Grants and corporate partnerships

- Form or strengthen strategic relationships with key foundations and corporate partners to advance Project Equity's mission and meet development goals
- Lead the creation of high impact grant proposals and other fundraising-related communications, including writing and editing as required
- Oversee production of proposals and reports, including supervising team members who serve as grant writers to ensure high-quality materials and timely submissions
- Coordinate submission of proposals and reports with our umbrella organization

Development program operations

- Partnering with marketing, ensure and support strong organizational communications strategy, materials and tactics that support successful development activities
- Develop and manage annual revenue and expense budgets for development activities and provide fiscal oversight of the department, including monthly revenue reconciliation with the finance department
- Ensure that we maintain and improve relationship management systems, such as Salesforce, and maintain accurate and up-to-date data that increases our capacity to attract, develop, and maintain meaningful relationships with grant and corporate partners, philanthropists and donors
- Prepare and present development reports and statistical analysis to the Leadership team

- Oversee grants management and accounting

How you work

- You are passionate about making a difference and supporting employee-owned businesses, and you gracefully convey your passion to others
- You are highly collaborative both with internal teams as well as external partners and contractors
- You approach things systematically and are a natural at zooming out to see the big picture, then diving in to focus on the important details. You get a lot of pleasure in seeing projects through
- You are a strategic thinker and enjoy setting up systems and processes that support effective strategy development and execution

Your experience includes

- At least 8 years of successful nonprofit fundraising experience with strong track record with both institutional donors (foundation, corporate or government) and with individual major donors (you have likely been a development director, advancement director and/or executive director in the past)
- At least 5 years experience growing and leading teams
- Demonstrated experience leading a team to bring in multi-million dollars in philanthropic support annually
- Superb relationship management, interpersonal, and communication (written and oral) skills, including the ability to inspire and hold accountable diverse internal and external stakeholders
- Demonstrated project management skills; ability to work independently and successfully manage multiple projects with competing deadlines.
- A strong understanding of institutional fundraising best practices and dynamics
- Successful major donor fundraising track record
- Bachelor's degree required

Areas where you shine

- **You're a strategic thinker.** You are adept at identifying traditional and "out of the box" funding opportunities to meet aggressive growth goals.
- **You have a real human sensibility.** You are a people person and love to engage at a strategic level with donors and philanthropists. You understand what makes people tick, how to connect with their intellect and passions and how to move them to action.

- **You're a communicator.** You are an outstanding writer and storyteller, and you love the craft of writing. Your communication skills shine across platforms, whether proposals, articles, emails, presentations, phone or in person.
- **You love working with people.** You are excited to work with a small, very agile, fast-moving and sophisticated team. You can bring impactful leadership and also integrate well into our team.

Benefits

- Medical, dental and vision coverage: employer covers 100% of employee premium and 30% for dependents
- Simple IRA: A dollar-for-dollar employer match of the employee's contribution, up to 3% of gross wages
- Short and long term disability, life insurance policy
- Generous holiday, vacation and sick leave. Holidays: 12 days annually, which includes 2 floating holidays
- Vacation: 15 days (years 1 - 4), 20 days (year 5+)
- Sick: 10 days annually

This position is a full-time leadership role in Project Equity's innovative, growing organization. Preferred locations are the San Francisco Bay Area (our HQ), Los Angeles or New York. Compensation is commensurate with experience.

Project Equity is an independent operating project of the nonprofit umbrella organization, Multiplier, a nationally recognized nonprofit with a growing portfolio of innovative initiatives that conserve and protect a sustainable and resilient world (www.multiplier.org).

Multiplier and Project Equity celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills. Multiplier and Project Equity are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and Project Equity prohibit discrimination in its governance, programs and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran, because all or part of an individual's income is derived from public assistance, or for any other non-merit based factor.

APPLY HERE: Please be sure to upload your resume, cover letter, and writing sample (a proposal or piece of development-related collateral that you wrote on your own or were the primary writer for). In your cover letter, please explain what motivates you to work with Project Equity, and how your experience, skills and commitment will advance our work to create a more equitable economy. Learn more at www.project-equity.org.