

Director of Development

Project Equity grows community wealth by retaining successful local businesses 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 become 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 works nationally and has focused efforts in multiple regions around the country, as part of our strategy to normalize employee ownership and scale its impact, including advancing the field to help create 2 million new employee-owners by 2026.

Help us tap incredible momentum

Project Equity's early success and significant attention from media outlets such as Forbes, NPR and the Washington Post have propelled Project Equity forward as a national leader in the movement to harness employee ownership to maintain thriving local business communities, create quality jobs and address income and wealth inequality.

Your role

As the Director of Development at Project Equity, you will help shape, then lead the implementation of a robust fundraising strategy for our rapidly growing organization. Building on a solid foundation of funding and working closely with our CEO and development staff reporting to you, you will spearhead the next stage of strategic relationships and fundraising efforts to support our growth, sustainability, innovation and impact.

How you will provide vision, leadership, and management of Project Equity's fundraising strategy

Strategy

- Design, implement and manage a comprehensive fundraising strategy to build and maintain relationships with, and secure funding from, foundations, corporations and individuals donors
- Increase, strengthen and diversify Project Equity's funding sources to fund implementation of our five-year strategic plan
- Develop and land six and seven-figure, multi-year grants
- Lead the development of new fundraising sources, such as high net worth individuals who can support and champion Project Equity's work
- Partner with and support the CEO, leadership team and members of the senior management staff to achieve Project Equity's strategic goals
- With support from the CEO and leadership team, create and drive strategy to ensure that financial goals are met for Project Equity's long-term plan for expansion and replication

Grants

- Project manage, write and edit our most sophisticated and high impact grant proposals, reports and other fundraising-related communications
- Supervise two dedicated and talented team members: a Development Manager and Development Associate
- Approve all of Project Equity's grant proposals and ensure deadlines for submissions and progress reports are met; coordinate submissions with our umbrella organization and fiscal sponsor
- Establish and maintain relationship management systems such as Salesforce, that increase our capacity to attract, develop, and maintain meaningful relationships with grant partners, donors and philanthropists

Relationships

- Build relationships with foundations, other grant-making organizations and major donors to advance our mission and fundraising goals
 - Develop a pipeline of individual donors to support Project Equity through programs such as the Legacy Leaders Initiative, the Annual Year End Giving program and the overarching Employee Ownership Accelerator Campaign
 - Partner with the marketing team to develop communications that support the development and stewardship of relationships.
-

- Represent Project Equity at funder meetings, special events, speaking engagements, and other events to help build awareness and foster relationships
- Strategically curate and support key meetings for CEO and leadership team
- Help put on occasional small events as part of our fundraising strategy
- Support our field-building efforts to build support in philanthropy circles for the employee ownership conversion strategy

Finance

- Develop and manage annual revenue and expense budgets for development activities and provide fiscal oversight for monthly revenue and expense budgets which includes preparing and analyzing monthly variance reports and recommending changes and / or adjustments as necessary
- Ensure that contributions and donor data are properly maintained in the organization's donor database, including monthly reconciliation of contributions with the finance department
- Prepare and present development reports and statistical analysis to the senior leadership team

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 5-10 years of successful nonprofit fundraising experience including experience with foundation grants and other institutional donors (government or corporate); you have likely been a development director and / or executive director in the past
 - At least 3-5 years experience growing and leading teams
-

- Demonstrated experience securing major gifts / grants of \$50,000+ and access to foundations and funder networks
- Superb relationship management, interpersonal and written and oral communication skills including the ability to inspire and hold accountable diverse internal and external stakeholders
- Strong project management skills
- A strong understanding of institutional fundraising best practices and dynamics; major donor fundraising experience preferred
- A Bachelor's degree required, Master's degree in a relevant field of study a plus

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 take initiative**
 - You thrive working independently and with others, manage competing priorities well, and know when to be detail oriented and when not to sweat the small stuff
- **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

Salary & benefits

- \$135,000 and up depending on experience
-

- 100% of employee premium covered for medical, dental, vision (30% for dependents)
- 401(k) program options with up to 3.5% employer match
- 12 annual holidays, 15 annual vacation days (years 1-4) 20 days (year 5+), 10 days sick leave annually
- Plus additional programs including: disability, life, and workers compensation insurance; remote work or commuter vouchers; dependent care flexible spending account; and additional paid time off for bereavement, jury duty, and COVID

This position is a full-time leadership role in Project Equity's innovative, growing organization. Position is virtual and can be anywhere in the U.S., with work schedule aligning with the Pacific time zone at least part of each week. 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.

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.

TO APPLY

[Please apply here](#)

In your cover letter, please share your achievements such as dollar amounts raised and successful projects handled as well as steps you took to achieve these and your desire to advance our work to create a more equitable economy.

Learn more at project-equity.org
