



Department: Development
Employment Type: Full-time
Location: Remote, TX
Supervisory: Yes
Union Position: No
Pay Grade: Sr Director
Pay Class: Exempt

Senior Development Director

The Texas Freedom Network (TFN) seeks a full-time Senior Development Director based in Texas; Austin location preferred. TFN is a statewide non-partisan, grassroots organization that is building an informed and effective movement working toward equality and social justice.

The Senior Development Director leads the execution and management of Texas Freedom Network's \$5 million fundraising program, translating organizational strategy into coordinated, high-performing revenue streams for both our 501(c)(3) and 501(c)(4) entities.

This role is responsible for operationalizing a multi-channel fundraising approach - including institutional giving, individual donors, grassroots engagement, and events - while building the internal systems, team capacity, and cross-functional alignment needed to sustain and grow revenue.

The Director serves as a key implementation partner to the President and Executive Team, ensuring that fundraising strategy is actionable, measurable, and aligned with TFN's programmatic priorities and role in the broader progressive ecosystem.

Reports to: President/Executive Director

Primary job responsibilities for this position center on the following (may be modified to include additional duties as assigned):

1. Fundraising Strategy Implementation & Revenue Management

- Lead execution of TFN's annual and multi-year fundraising plans, aligned with organizational priorities that supports both 501(c)(3) (education, advocacy, and programs) and 501(c)(4) (lobbying and electoral) entities
- Manage a diversified revenue portfolio, including:
 - Institutional philanthropy (grants and foundations)
 - Major donors and mid-level giving
 - Grassroots and digital fundraising

- Events and campaigns
 - Rapid-response fundraising tied to political moments, legislative fights, and breaking news
- Translate high-level goals into clear revenue targets, pipelines, and work plans
- Monitor performance and adjust tactics to meet revenue goals

2. Systems & Pipeline Management

- Build and maintain functional fundraising systems, including:
 - Donor pipeline tracking (prospect → cultivation → solicitation → stewardship)
 - CRM management and data integrity
 - Revenue tracking and forecasting
- Develop dashboards and reporting tools to support decision-making and accountability
- Partner with Finance to ensure alignment between revenue tracking, budgeting, and reporting
- Strengthen internal processes for consistency, clarity, and sustainability

3. Team Leadership & Development

- Supervise and support development staff across key functions:
 - Institutional giving
 - Individual giving
 - Events and digital engagement
- Establish clear goals, roles, and performance expectations
- Provide coaching, feedback, and professional development
- Build a collaborative, accountable, and sustainable team culture

4. Donor & Funder Engagement

- Manage a portfolio of institutional funders and individual donors
- Support cultivation, solicitation, and stewardship strategies
- Partner with the President and senior leadership on major donor strategy and key relationships
- Identify and pursue new funding opportunities aligned with TFN's priorities

5. Cross-Functional Alignment

- Collaborate with Programs, Communications, and Finance to ensure:
 - Strong alignment between fundraising and programmatic outcomes
 - Clear and compelling narratives for funders

- Accurate and timely reporting
- Ensure development efforts reflect and reinforce TFN's strategic priorities and campaigns

6. Board & Organizational Support

- Support Board engagement in fundraising efforts
- Prepare materials, reports, and tools to strengthen Board participation
- Contribute to building a culture of fundraising across the organization

7. External Representation

- Represent TFN in funder meetings, community events, and partner spaces as needed
- Support positioning of TFN within aligned funding and movement networks
- Align fundraising strategies with broader progressive movement goals and coalition partners
- Partner with Communications to ensure consistency in external messaging

Desired Skills & Qualifications

Required

- 7+ years of experience in nonprofit development or fundraising
- Demonstrated success managing fundraising programs across multiple revenue streams
- Strong writing and communication skills
- Experience supervising staff and managing team performance
- Strong understanding of donor pipelines, CRM systems, and fundraising operations
- Ability to translate strategy into execution and measurable outcomes
- Ability to navigate both advocacy and electoral work in a fast-paced, mission-driven environment

Preferred Qualifications

- Familiarity with the progressive movement landscape in Texas and/or nationally
- Experience in issue areas such as democracy, public education, or civic engagement
- Experience managing foundation grants and donor portfolios

- Experience building or improving fundraising systems and processes
- Comfort working in a fast-paced, evolving organizational environment
- Familiarity with the compliance of fundraising for both a 501(c)3 and 501(c)4
- Experience with electoral fundraising

Key Competencies

- Executional leadership and accountability
- Systems thinking and operational rigor
- Relationship management and donor engagement
- Data-informed decision-making
- Cross-functional collaboration
- Commitment to equity, justice, and power-building

TFN Core Values

We encourage all applicants to review [TFN's Core Values](#) to ensure organizational alignment and to learn about the principles we use in our work, decisions, and culture to advance our mission.

Salary: \$95,000 – \$115,000 (depending on experience)

100% employer paid medical/dental/vision insurance, 401(k) savings plan with employer contribution, paid vacation, personal, sick, and parental leave.

Applications will be considered on a rolling basis.

Texas Freedom Network is an equal-opportunity employer and encourages people of color, ethnic minorities, women, and individuals from the LGBTQ+ community to apply.

Where to apply

Please submit applications through the [Jobs at Texas Freedom Network](#) page.