



Position Title: Director of Development

Reports to: Executive Director

Position: Full-Time, Hybrid/Remote, Exempt

Location: Texas residency required, with preference for candidates located in Austin; position includes local and domestic travel

Salary: \$95,000 - \$105,000 plus comprehensive benefits package

About Water to Thrive

Water to Thrive (W2T) is a faith-based nonprofit dedicated to solving the global water crisis by bringing clean, safe water to rural communities in East Africa. Since its founding in 2008, W2T has constructed hundreds of sustainable water wells across Ethiopia, Uganda, and Tanzania, directly transforming the lives of hundreds of thousands of people.

Partnering closely with trusted local organizations, W2T ensures that every project is community-driven, culturally appropriate, and built for long-term sustainability. Beyond wells, the organization empowers communities through training and ownership, ensuring systems remain operational for years to come.

By combining grassroots partnerships with donor engagement in the U.S., W2T builds bridges of compassion and impact across continents - living out its mission to transform lives one well at a time.

www.watertothrive.org

The Opportunity

The Director of Development will lead Water to Thrive's (W2T) fundraising and donor engagement strategy, strengthening and diversifying the organization's revenue base to support its mission of bringing clean, safe water to communities in need. This individual will oversee all aspects of fundraising, working closely with the Executive Director and Board of Directors to set priorities, design strategies, and execute activities that ensure sustainable philanthropic growth.

Key responsibilities include cultivating and stewarding relationships with current and prospective donors, expanding major gift opportunities, and building a multi-level funding plan that incorporates individual donors, churches, private foundations, corporations and businesses. The Director will also oversee the planning and execution of fundraising events and grassroots outreach campaigns that expand awareness of W2T's mission and impact.

As a member of a small team, the Director of Development will:

- Partner with the Executive Director and Board to establish and implement a comprehensive fundraising strategy.
- Manage donor cultivation, solicitation, and stewardship efforts to secure gifts.
- Develop and execute campaigns, grant proposals, and corporate giving initiatives.

- Lead and inspire volunteers and staff in fundraising activities and events.
- Shape messaging that encourages donor support for water projects and the broader resources needed to sustain W2T's impact.
- Build strategic partnerships to broaden W2T's visibility and philanthropic reach.

This is a pivotal role for a creative and strategic fundraiser who thrives on relationship-building and has the vision to grow a robust and sustainable development program. They will engage new donor audiences while honoring the long-standing supporters who have sustained Water to Thrive's mission. The ideal individual will be transparent and communicative, and will approach fundraising with an inspiring style that draws people in. Adaptable and collaborative, they thrive in a small, hands-on team and build trust with colleagues, donors, and board members alike.

Impact Areas

Fundraising Strategy (35%)

- Develop and implement a \$2M fundraising strategy that strengthens short- and long-term sustainability, and diversifies funding sources.
- Shape messaging strategies and donor touchpoints in alignment with fundraising plans that inspire new and long-standing supporters.
- Implement a grant strategy that prioritizes relationship-building, improves application outcomes, and secures significant gifts.
- Design and oversee events that engage supporters, deliver strong return on investment, and generate measurable fundraising impact.
- Deepen donor relationships in Austin, TX while crafting a long-term plan to expand W2T's donor base nationally.

Donor Cultivation (25%)

- Lead grassroots campaigns and nurture relationships with individual donors, faith-based communities, private foundations, and corporate partners.
- Manage and grow a portfolio of major gift prospects giving at the \$5K to \$10K range.
- Engage long-time supporters in conversations about legacy and planned giving opportunities.
- Serve as an ambassador of W2T's mission and vision at events and in the broader community.
- Foster donor commitments through thoughtful outreach, consistent follow-up, and tailored donor experiences.

Donor Solicitation (25%)

- Secure gifts from individual, corporate, institutional, and faith-based donors, moving prospects seamlessly from cultivation to commitment.
- Prepare tailored proposals and ask strategies that align donor interests with W2T's priorities.
- Partner with the Executive Director, strategically involving them in key donor solicitations and relationship-building conversations.

Organizational Collaboration (15%)

- Collaborate with staff to advance organizational goals and contribute to a servant-leader team culture.
- Engage board members in fundraising activities by equipping them with tools, talking points, and opportunities to connect with donors.
- Support volunteers and brand ambassadors to extend W2T's reach and engagement efforts.

Knowledge, Skills, and Expertise

- Bachelor's degree required; CFRE certification or relevant graduate degree preferred.
- Minimum of 5 years of professional fundraising experience with proven success in annual giving, major gifts, and grant writing (international development or water-related experience a plus).
- Experience engaging churches and working within the faith-based sector.
- Exceptional communication, writing, storytelling, and presentation skills, with the ability to inspire and persuade diverse audiences in both small and large group settings.
- Demonstrated ability to build strong, collaborative relationships across diverse racial, economic, and cultural backgrounds.
- Self-directed and capable of setting priorities and managing projects without daily supervision.
- Ability to work effectively in a hybrid/remote setting, and in a small, collaborative work environment where flexibility and teamwork are essential.
- Passion for Water to Thrive's mission and commitment to ethical, compassionate fundraising.
- Creative, organized, and goal-oriented, with high levels of initiative, focus, and energy.
- Strong servant-leader mindset with a commitment to accountability and excellence.
- Proven ability to earn the trust and confidence of internal and external stakeholders.
- Proficiency with donor databases (experience with Donor Perfect CRM a plus) and tools such as Microsoft Office Suite (Word, Excel, PowerPoint, Publisher) and Adobe Creative Suite.

Benefits

Water to Thrive offers a competitive salary and excellent benefits, along with opportunities to learn all aspects of a nonprofit organization.

Water to Thrive has retained the services of Charity Search Group to coordinate the search for this position. To apply, please complete this online application. If you have questions or need accommodations, please contact **Pascale Hughes** at pascale@charitysearchgroup.com or visit www.charitysearchgroup.com

Water to Thrive is an equal-opportunity employer committed to having a workforce that reflects diversity at all levels of the organization. We recognize the importance of not viewing individuals based on a single identity, and we thrive on being equitable in our recruitment process as well as in our efforts to be inclusive of all employees.