



JOB POSTING: Development Director

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

The Development Director will oversee the overall planning and implementation of TFN's philanthropic fundraising strategies, grow and steward relationships with funders and donors, and serve as an internal expert and external champion for TFN's mission. This position offers an exciting opportunity for a skilled development leader with a solid understanding of the philanthropy ecosystem that supports social justice organizations, networks, and movements. The Development Director reports to the Executive Director.

Responsibilities include but are not limited to:

- Develop, oversee and implement a multi-faceted annual fundraising plan that meets the revenue and strategic goals of the organization
- Direct the development of a portfolio of grant proposals, provide evaluation metrics and tracking systems for grant reporting, and manage relationships with program officers, foundation staff and donor advisors
- Direct the Annual Fund, including fundraising events, direct mail, membership campaigns, sustaining donors, digital outreach and marketing
- Oversee the major donor program to cultivate, steward and expand this base using a relational model
- Oversee the planned giving program to identify, qualify, solicit and steward deferred commitments for the legacy society
- Lead efforts to research, identify and solicit prospective donors, strategic partners and collaborative funding opportunities
- Work in close collaboration with the finance and operations teams to provide oversight and implementation of procedures and systems, gift processing, financial management, and reporting
- Serve as a liaison to the Board of Directors to provide fundraising reports and engagement opportunities to reach short- and long-term goals
- Manage and supervise the day-to-day operations of the Development team, consultants and other resources that support development
- Collaborate and strategize cross-departmentally to promote and maintain a culture of philanthropy in the organization



Qualifications and Skills

- Five or more years of previous experience in nonprofit or political fundraising with a proven track record of soliciting, closing and stewarding gifts.
- Demonstrated experience in written and verbal communications and the ability to understand and translate the organization's mission, work and interests for diverse donors and prospects with clarity
- Self-motivated and enthusiastic about managing high-performing teams to meet challenging goals
- Ability to thrive in a fast-paced environment, prioritize effectively while working under multiple deadlines, and exercise sound judgment in stressful circumstances.
- Excellent interpersonal and communication skills and the ability to develop strategic relationships with a variety of organizational stakeholders.
- Strong writing, editing, and proofing skills, along with excellent problem-solving skills and a consistent, solution-oriented approach.
- Strong project management, time management, and organizational skills, including setting priorities and improving on existing processes/systems.
- Demonstrated ability to organize, set priorities and delegate responsibilities to motivate colleagues and volunteer leadership to lead the successful implementation and completion of multiple and varied projects and programs.
- Experience with donor database CRMs and project management systems (Raiser's Edge, ActBlue, EveryAction, NGP VAN, Asana, etc.)
- Knowledge of the Texas and national philanthropic and political community preferred.

Benefits

Salary: \$75,000 - 95,000 (depending on experience)

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

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

[See full job description and apply here.](#)

In your cover letter, please include three references that are a reflection of your experience in the development/fundraising field.