



National Development Director

Starting Salary: \$120,000-\$140,000 per year

Location: Washington, DC or Philadelphia, PA

Travel Requirements: 25-50%

Position Summary

314 Action is the largest organization in the United States working to elect Democratic scientists to office at all levels of government, from the Senate down to local school boards.

Since 2017, 314 has raised over \$45 million while helping to elect 8 new scientists to the House, 3 to the Senate (including Senators Jacky Rosen, Mark Kelly and John Hickenlooper) as well as hundreds at the local level and we're just getting started. We're looking for a National Development Director who can help take us to the next level and isn't afraid to think big while also building the structures that we need to enable sustained growth.

The ideal candidate is a seasoned fundraising professional with statewide fundraising leadership experience or national political organizational fundraising experience. We're looking for someone with a sustained track record of success running 7-8 figure fundraising or development programs. The candidate should be a creative problem solver who has experience overseeing and directing a variety of diverse funding streams with a team of staff and consultants.

Responsibilities Include

- Develop and implement a long-term plan to engage mid-level (\$1,000-\$9,999) and major donors (\$10,000+) to invest in programming, the mission of 314 Action, and our endorsed candidates, in consultation with the executive leadership, senior staff and other internal stakeholders.
- Define development department priorities, goals and benchmarks. Track and report on fundraising progress on a regular, ongoing basis.
- Fine tune, maximize and expand current national development plan with a variety of existing fundraising tools including: calltime, national travel, events, mid-dollar emails and direct mail. Design and implement new fundraising streams such as foundational, corporate and institutional giving.
- Build a holistic mid-dollar donor program that engages our donors through emails, phone calls, events and other means. Cultivate and upgrade small-dollar donors, and prospects who are interested in our work.
- Leverage existing 314 donor networks to cultivate our top supporters into raisers or bundlers in order to exponentially expand our network.
- Direct the growth of our major gifts program including identification, cultivation and solicitation of large donors.
- Manage, develop and grow a team of staff and consultants. Identify additional staffing needs. Supervise and train the development team, supporting staff to cultivate skills and grow.
- Oversee all development systems, including the fundraising database and tracking systems. Build fundraising and revenue projections. Work with our budget team on organizational cash flow.
- Represent 314 Action in meetings and conversations with donors, stakeholders, allies and partners.
- Other duties as assigned.

Preferred Qualifications

- 5 years or three election cycles experience in professional fundraising. Although candidates with fewer years or different types of experience are encouraged to apply.
- Experience leading development strategy and implementation
- National and/or multi-state fundraising experience
- Track record of managing a team of fundraising staff and working with senior organizational leadership and principals to execute a fundraising strategy
- Experience raising gifts with no fundraising limits or for 501c4s/Super PACs
- Flexibility and the ability to capitalize on opportunities that present themselves in fundraising
- Strong written and verbal communication skills; Detail oriented
- Understanding of progressive infrastructure landscape
- Knowledge of progressive and Democratic donors
- An entrepreneurial spirit
- Creative and ability to work well in a collaborative team environment
- Hard working and highly organized
- Having a driver's license and a willingness to drive during work travel is a bonus.

Benefits (upon meeting eligibility criteria):

- 100% employer paid premiums for dental, vision, and platinum health insurance
- 401k Retirement Plan with up to 6% employer matching
- \$500 Quarterly Tech Stipend
- \$50 Monthly Transit Benefit for eligible employees located in DC and Philadelphia.
- Up to 15 days of paid vacation time per year
- Up to 10 days of paid sick leave per year
- 11 paid holidays per year. Additionally, our offices are closed between Christmas Eve and New Year's Day. Other religious holidays can be taken as extra paid days off for those who observe religions.
- Hybrid work environment: While we do want to give staff flexibility to work remotely, given the ongoing covid pandemic, the nature of this position requires in person work and travel, particularly to train and supervise junior staff members and meet with donors and prospects. You can expect to regularly be in the office at least three days a week.

How to Apply

Interested candidates should apply online via this [online application form](#). This announcement will remain posted until the position is filled. Please note that only those individuals whose qualifications match the current needs of this position will be considered applicants and will receive responses from 314 Action. Thank you for your interest.

COVID-19 Policy

All 314 Action employees are required to be fully vaccinated against COVID-19 as a condition of their employment.

Equal Employment Opportunity Policy

314 Action Fund provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation,

gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.