



Advocacy for Human Rights in the Americas

Director for Individual Giving

The Director for Individual Giving will oversee the planning, implementing, managing and evaluating of WOLA's individual giving program. This includes overseeing strategy and solicitations for major gifts (\$1,000 or more), planned gifts, and low-dollar gifts (<\$1,000). Working closely with the President, Vice President for Development, and the relevant staff, the Director is responsible for setting and ensuring that the team meets overall individual philanthropic giving goals, and develops strategies and tactics for significant growth in major gifts. Specific duties include engaging and soliciting current major donors, increasing the pipeline of prospective donors, particularly those capable of making six-figure gifts.

WOLA is an organization in which everyone is self-motivated, goal-oriented, and passionate about our work. We are committed to what we do. Our leadership works hard to support us with a culture of innovation, collaboration, and excellence. WOLA has twice been recognized by Washingtonian Magazine as one of D.C.'s "Best Places to Work" and by The Washington Post as one of D.C.'s best-managed nonprofits. WOLA's office has a full-time staff of approximately 29, plus 7 interns, and 7 fellows. Our office is currently remote through at least January of 2021 due to COVID-19 concerns. The selected candidate will be expected to move to the D.C. area once public health officials have determined that it is safe for the office to reopen.

Reports to: Vice President for Development

Supervises: Assistant Director for Philanthropy

RESPONSIBILITIES INCLUDE:

Major Gift Fundraising (65%)

- Meets or exceeds annual individual giving revenue goals that are established in partnership with the VP for Development. Creates processes to streamline and improve effectiveness of major donor strategy, engaging key staff and board members, in order to meet giving goals.
- Identifies, cultivates, and solicits current and prospective, high net worth donors and members of the Board of Directors.
- Develops multi-year fundraising strategies and goals for high priority donors with the ability to make six-figure gifts.
- Supervises the Assistant Director for Philanthropy, and collaborates to grow WOLA's donor recognition society and major gift program, leads strategy for donor events, and oversees stewardship and solicitations for the Assistant Director's Partners' Council and prospect portfolio.
- Identifies and collaborates with individuals in various geographic locations to launch, and grow, regional donors' councils and cultivation events.
- Supports the President and Vice President for Development as needed for major gift strategies, planning for board development and recruitment, and financial reporting.

Digital Fundraising and Marketing (20%)

- Oversees collaboration with WOLA's Communications team on the implementation of a marketing strategy and engagement to increase and grow WOLA's donor pipeline, cultivate current donors, and engage new audiences.
- Oversees the development and implementation of at least two giving campaigns a year involving digital, mail, and multimedia approaches.

Annual WOLA Human Rights Awards Ceremony and Benefit Gala (15%)

- Oversees and supervises the annual WOLA benefit gala to maximize income and increase engagement. Includes leading the strategy on the evening's program and overall fundraising strategy in partnership with the communications team.

QUALIFICATIONS:

- Strong commitment to human rights and interest in Latin American affairs.
- At least five years of fundraising experience, preferably with major donors, corporations and/or foundations. Experience closing five- and six- figure gifts preferred.
- Track record of meeting or exceeding annual revenue goals. Demonstrated experience converting prospects into donors.
- Superior interpersonal, organization and prioritization skills. Excellent communication and solicitation skills, both oral and written.
- Ability to create and manage a busy workload, and work effectively with a wide variety of people in a fast-paced environment with multiple priorities and frequent deadlines.
- Ability and desire to travel domestically and internationally. Commitment to 10-15% travel required (largely domestic), once Public Health Officials deem travel safe; some long hours and occasional weekend work required based on the rapid response aspect of the job.
- Familiarity with fundraising CRMs including Salesforce, Razor's Edge, and others.
- Knowledge of Spanish a plus.

Salary: \$90,000-\$100,000; Full health, dental, vision, and life insurance 100% paid by employer; four weeks annual vacation, 5% retirement match at one year of employment, four weeks of sick leave, and twelve weeks of parental leave. The office is closed between Christmas and New Year's.

Deadline: Accepting rolling applications with a due date of September 28th.

To apply: Please submit, in English, the following items in one PDF document: cover letter, resume, and a list of three references with daytime telephone numbers and emails. Send your application to employment@wola.org with the subject line "Director for Individual Giving."

WOLA values a diverse workplace and encourages minority candidates to apply. WOLA is an equal opportunity employer, and does not discriminate based upon race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, prior record of arrest or conviction, caregiver status, gender identity or expression, family responsibilities, or any other status protected by applicable law. Due to current visa restrictions, all eligible candidates must be currently authorized to work in the United States on a full-time basis.