



DIRECTOR OF DEVELOPMENT

Location: US-Based virtual position

Cristosal works exclusively in Central America to defend human rights and promote democratic rule of law. We are invested in a more just and peaceful future for northern Central America, whose rich history of resilience and hope in the face of violence and tyranny inspire us to continue their legacy. We directly support victims of human rights violations while working for structural, system-wide change.

Cristosal is seeking a Director of Development to lead our private philanthropy efforts, which allow us to operate responsively, ethically, and independently to meet the needs of the region. The DoD will be a strategic leader, tactful relationship builder, and excellent storyteller who will leverage existing networks and identify new opportunities and verticals to increase fundraising from \$400,000 to \$1M over the next two years. This is a US-based remote position that will regularly coordinate with the Executive Director, Senior Leadership, and Program teams, all of whom are based in Central America, with a high level of interface with the Board of Directors dispersed throughout North America.

The DoD will:

- **Design and implement a comprehensive fundraising strategy** to increase philanthropic revenue, engage and grow our donor base, establish a planned giving program, and identify new opportunities with major donors, philanthropic foundations, and church communities.
- **Provide strategic support to the Executive Director and Board of Directors** to ensure efficiency of their time spent on fundraising and position them to connect with, cultivate, solicit, and steward relationships with major institutional and individual donors. You will optimize their networking opportunities and leverage their connections.
- **Utilize data systems and processes to optimize fundraising efforts.** You will use KPIs to evaluate fundraising activities, implement an ROI-approach to fundraising, and track progress towards goal and adjust accordingly. You oversee donor information, touchpoints, and projections are tracked effectively in the Bloomerang database.
- **Create and implement a plan for strategic donor communications**, including stewardship touchpoints, briefing materials for donor meetings, funder presentations, written appeals, and other materials as needed. Leverage data, impact stories, and knowledge of Cristosal's work in communications.
- **Identify and optimize Cristosal's public presence** and operate with a commitment to placing the agency and dignity of the communities with whom we work at the forefront of our fundraising efforts. This includes managing Cristosal's english language communications and marketing efforts to develop messaging and stories, promote donor education, and to leverage the ED's public presence such as speaking engagements, op-eds, and guest lectures.
- **Write and manage private grants (non-contract, US-based)**, taking ownership of letters of inquiry, case statements, proposals, budgets, and reports, and tightly manage a fundraising calendar to ensure that proposals, renewals, and reports are timely.
- **Remotely manage a team** of 1-2 development and communications staff.



The right person for the role is:

- A passionate advocate who is committed to Cristosal's mission and values. You believe in dignity, equality, and justice for all.
- A seasoned resource development professional with at least 6 years of nonprofit fundraising experience. You are a strategic thinker and know how to develop and implement a fundraising strategy, make opportunities for an organization, meaningfully and consistently engage donors, lead solicitations, and identify and secure institutional fundraising opportunities through relationship building. You are also an operational leader and are skilled in building fundraising systems and processes.
- An exceptional writer, storyteller, advocate, and communicator. You have strong public speaking and presenting skills, which will be used in board meetings and public events. You are skilled in communicating complex ideas and technical language in ways that inspire others to action. You use writing and messaging to bring the experience of our clients in Central America to our supporters in the US in a dignified, uplifting manner.
- A thoughtful relationship builder who develops rapport easily and fosters long-term connections both inside the organization and externally. You are proficient in donor management and operational tools and technologies to perform prospect research, develop and manage stewardship plans, track progress to goals, manage resources, and utilize data to inform strategy.
- An efficient, collaborative and well-organized project manager. You excel at coordinating collaboration across departments to achieve tangible results. You can manage multiple activities and deadlines and are results-oriented. You're a leader who can manage both up and down, and support a high level of coordination across departments.
- Willing and able to travel domestically and internationally to build connections. You excel in working in multi-cultural teams and ideally you understand and/or speak Spanish.
- An independent worker who can adapt and learn as challenges and opportunities present themselves.

The following knowledge, skills, and experiences are nice to have:

- Workplace proficient Spanish language skills
- Experience with advocacy, human rights, law, and/or international finance appreciated but not required.
- Experience working at an international organization

This full-time position is available immediately. This position is fully remote but must be based in the US and able to coordinate working hours with the Central America-based team. This position will require periodic travel, including to Cristosal's HQ in El Salvador, their offices in Guatemala and Honduras, and across the US for fundraising events. The salary range is \$85,000-\$105,000 per year plus Health Insurance and Pension Plan and is commensurate with experience and adjusted for geographical cost of living.

If this opportunity calls out to you, please click [here](#) to submit 1) a cover letter that explains why this mission excites you and why this particular role is a fit for you and 2) your resume. We review applications on a rolling basis.



Cristosal is an equal opportunity employer that does not discriminate on the basis of race, religion, disability, gender, nationality, ethnicity, sexual orientation or other prohibited category. We strongly encourage people of color, LGBTQIA+ individuals, people with disabilities, and all qualified persons to apply for this position.