

# Director of Development

## Job Announcement

June 2024



**Job Title:** Director of Development

**Status:** Exempt

**Reports To:** Executive Director

**Location:** Seattle/Wallingford

## About Tilth Alliance

Tilth Alliance works in community with Washington farmers, gardeners, and eaters to build a sustainable, healthy, and equitable food future. Through our work we endeavor to promote and support the adoption of organic, regenerative, sustainable growing practices by farmers and gardeners throughout Washington; to make the food produced by these farmers and gardeners more accessible; and to inspire people to enjoy growing, cooking, and eating food that is both good for them, for their communities, and for the environment. The primary strategies we employ in this effort are advocacy, education, and collaboration. Equity, inclusion, and the promotion of a culture of anti-oppression are important outcomes expected of all the work we do.

## About the Director of Development Position

Come participate in transforming our food system by leading a passionate team focused on garnering the resources Tilth Alliance needs to fulfill its mission. The Director of Development, with support from the 4-person Development Team and in collaboration with the Executive Director, is responsible for developing, implementing, and monitoring a comprehensive fundraising plan to expand philanthropic support for Tilth Alliance's work. Current priorities for this role include deepening and growing the major and mid-range giving program, continuing to expand corporate giving, and supporting Board engagement in development activities.

Central to the Tilth Alliance Development calendar are the delivery of two Edible Plant Sale fundraisers, a series of appeals, our Farm Fest community celebration, and support of the annual Tilth Conference. The 2024 development agenda includes a number of special fundraising initiatives in celebration of the 50<sup>th</sup> anniversary of Tilth.

The Development Team is made up of the Director of Development, the Communications & Marketing Manager, a Development Manager focused on Events & Volunteers, a Development Manager focused on Donor Relations & Database, and a Development Coordinator. Tilth Alliance's Program Directors lead on program specific grant revenue, with the support of the

Director of Development, while general operating grants are the responsibility of the Development Team.

## Job Responsibilities

- Design and implement a comprehensive Development Funding Plan annually which maintains the fiscal health of the organization and provides future financial resources for growth and expansion.
- Manage, mentor, and support the members of the Development Team
- Ensure the program utilizes the Tilth Alliance Racial Equity Values Assessment Tool (REVAT) and adheres to the principles of Community Centric Fundraising.
- Lead and evolve the individual giving program, including effective portfolio management, timely solicitation, and an active prospect acquisition strategy.
- Develop, implement, and lead a comprehensive donor stewardship program that fosters donor retention and long-term engagement.
- Seek out opportunities for financial support through grants, corporate partnerships, sponsorships, working with the Executive Director and Program Directors to assess suitability, prioritize and track applications.
- Oversee marketing and community outreach to clearly communicate the value of Tilth Alliance's work.
- Oversee the design and implementation of special events to maximize prospect and donor engagement.
- Design and implement a communications plan to raise awareness of the importance and impact of Tilth Alliance's work in order to make the organization a charity of choice for funding.
- Ensure effective use and development of the Salesforce database as a Development CRM and organizational wide tool.
- Support Board engagement in fundraising activities, including co-leading the Board Development Committee. Attend Board meetings as required.
- Provide input into strategic decisions that affect the functional area of responsibility.
- Develop and maintain an annual budget that includes fundraising goals and objectives.
- Be a thought partner for the Executive Director with regards fundraising and the long-term financial sustainability of the organization.

## Skills and Attributes

- Ability to lead a team of development and communications professionals.
- Strong strategic thinking skills.
- Excellent personal, verbal, and written communication skills.
- Detail oriented.
- Solid organizational, time management and project management skills
- Comfortable with public speaking.
- Goal driven, results oriented and committed to Tilth Alliance's mission.
- Flexible and adaptable
- Comfortable working within a collaborative team environment

- Excellent at cultivating and stewarding relationships with diverse populations.
- Commitment to the identification and elimination of policies, practices and systems that perpetuate inequity and exclusion within our work.

## Desired Experience

- Five or more years of leadership as a fundraiser within the non-profit sector.
- Experience in donor portfolio and moves management practices.
- Experience with grant writing and application submission, corporate sponsorships, foundation relations.
- Experience with Salesforce or a similar CMS platform.
- Experience of, or interest in, sustainable food systems and/or food security work.
- Comfortable working within the MS Office 365 work environment (Word, Excel, PowerPoint, One Drive, Teams, SharePoint, etc.)

## Benefits & Compensation

This is a full time (40 hours/week) exempt position that requires occasional evening and weekend work. It is eligible for benefits including medical, dental, employee-funded Flexible Spending Account, 401k, paid vacation, sick and holiday time.

Compensation is \$85,000 annually.

## To Apply

No phone calls please. Submit a letter of interest and resume outlining 1) your experience with the qualifications listed above and 2) why you are interested in this position. Email all materials to [melissaspear@tilthalliance.org](mailto:melissaspear@tilthalliance.org) with the subject "Development Director Application."

This position is open until filled.

The job description does not constitute a written or implied contract of employment. Tilth Alliance reserves the right to revise or change job duties and responsibilities as the need arises. Requirements are representative of the minimum levels of knowledge, skill and experience required.

Tilth Alliance is proud to be an equal opportunity workplace dedicated to cultivating a diverse and inclusive work environment. We believe that diversity is essential to achieving our mission. Tilth Alliance is an equal opportunity employer and will not discriminate against any employee or applicant on the basis of age, color, disability, gender, national origin, race, religion, sexual orientation, veteran status, or any classification protected by federal, state, or local law. Women, people of color, and individuals from under-represented communities are strongly encouraged to apply.