

JOB ANNOUNCEMENT: Director of Development

Project Equity grows community wealth by retaining successful local businesses through employee ownership transitions

Do you want to see a world where the average employee has economic security and businesses help build resilient communities? So do we! Project Equity helps employees, especially those in low- to middle-wage jobs, become co-owners of the businesses where they work. We raise awareness of employee ownership as a business succession strategy, conduct business outreach, and education, and provide direct support for business owners and employees to transition to employee ownership. Project Equity is currently expanding into multiple regions around the country.

Help us tap incredible momentum

Employee ownership is gaining momentum. With income and wealth inequality (including the racial wealth gap) in the spotlight, interest in employee ownership as a practical solution has increased. The monumental passing of the Main Street Employee Act, the first federal legislation on employee ownership in decades last year, is one of many catalysts for growth in employee ownership transitions. Thanks in significant part to our own efforts, media outlets such as The San Francisco Chronicle, The San Jose Mercury News, Forbes, NPR and the Washington Post have recently highlighted employee ownership.

In the five years since our launch, Project Equity has developed successful, replicable programs designed to scale; seen mounting support from foundations, financial institutions, and like-minded organizations in the field; and built a team that is well equipped to increase our impact. All of these factors put Project Equity in an exciting leadership role in a growing movement to harness employee ownership to maintain thriving local business communities, create quality jobs, and address income and wealth inequality. Join us in tapping this incredible momentum in the employee ownership space!

Your role

As the Director of Development at Project Equity, you will help shape, then lead the implementation of a robust fundraising strategy for our rapidly growing organization. Building on a solid foundation of funding and working closely with our co-founders, you will spearhead the next stage of strategic relationships and fundraising efforts to support our growth and innovation.

How you will provide vision, leadership, and management of Project Equity's fundraising strategy

Strategy

- Design, implement, and manage a comprehensive fundraising strategy to build and maintain relationships with all donor constituencies (foundations, corporations, individuals, etc.).
- Increase, strengthen, and diversify Project Equity's funding sources to fund implementation of our five-year strategic plan.

- Develop and land six and seven-figure, multi-year, institutional grants and lead the exploration of new funding streams, such as high net worth individuals who can support and champion Project Equity's work.
- Develop and achieve Project Equity's strategic goals with the co-founders and other members of the senior management staff.
- With support from the co-founders, create and drive strategy to ensure that financial goals are met for Project Equity's long-term plan for expansion and replication.

Grants

- Write and edit our most sophisticated and high impact grant proposals and other fundraising-related communications.
- Oversee others who write grants and reports for Project Equity; we currently work with a fundraising firm that roughly plays the role of a development manager.
- Approve all of Project Equity's grant proposals and ensure deadlines for submissions and progress reports are met; coordinate submissions with our umbrella organization (aka fiscal sponsor).
- Establish and maintain relationship management systems, such as Salesforce, that increase our capacity to attract, develop, and maintain meaningful relationships with grant partners and philanthropists.

Relationships

- Build relationships with foundations, other grant-making organizations, and major donors to advance our mission and fundraising goals.
- Represent Project Equity at funder meetings, special events, speaking engagements, and other events to help build awareness and foster relationships.
- Strategically curate key meetings for co-founders.
- Help put on occasional events that interface with our fundraising strategy (currently, major donor work and individual donor events are not a big part of our strategy, but we are planning a funder cultivation event this fall in conjunction with a major program launch).
- Support our field-building efforts to build support in philanthropy circles for the employee ownership conversion strategy.

Finance

- Develop and manage annual revenue and expense budgets for development activities and provide fiscal oversight for monthly revenue and expense budgets which includes preparing and analyzing monthly variance reports and recommending changes and/or adjustments as necessary.
- Ensure that contributions and donor data are properly maintained in the organization's donor database, including monthly reconciliation of contributions with the finance department.
- Prepare and present development reports and statistical analysis to the senior leadership team.

How you work

- You are passionate about making a difference and supporting employee-owned businesses, and you gracefully convey your passion to others.
- You are highly collaborative both with internal teams as well as external partners and contractors.
- You approach things systematically and are a natural at zooming out to see the big picture, then diving in to focus on the important details. You get a lot of pleasure in seeing projects through.
- You are a strategic thinker and enjoy setting up systems and processes that support effective strategy development and execution.

Your experience includes

- At least 8 years of successful nonprofit fundraising experience with a focus on foundation grants and other institutional donors (government or corporate); you have likely been a director of development and/or executive director in the past.
- At least 5 years experience growing and leading teams.
- Demonstrated experience raising at least a million dollars per year.
- Superb relationship management, interpersonal, and communication (written and oral) skills, including the ability to inspire and hold accountable diverse internal and external stakeholders.
- Strong understanding of institutional fundraising best practices and dynamics; major donor fundraising experience preferred.
- Bachelor's degree required, Master's degree in a relevant field of study a plus.

Areas where you shine

- **You're a strategic thinker:** You are adept at identifying traditional and "out of the box" funding opportunities to meet aggressive growth goals.
- **You have a real human sensibility:** You are a people person and love to engage at a strategic level with donors and philanthropists. You understand what makes people tick, how to connect with their intellect and passions and how to move them to action.
- **You're a communicator:** You are an outstanding writer and storyteller, and you love the craft of writing. Your communication skills shine across platforms, whether proposals, articles, emails, presentations, phone or in person.
- **You love working with people:** You are excited to work with a small, very agile, fast-moving and sophisticated team. You can bring impactful leadership and also integrate well into our team.

This position is a full-time leadership role in Project Equity's innovative, growing organization. Preferred location is the San Francisco Bay Area (our HQ); we will also consider candidates in Los Angeles and New York. Compensation is commensurate with experience.

Project Equity is an independent operating project of the nonprofit umbrella organization, Multiplier, a nationally recognized nonprofit with a growing portfolio of innovative initiatives that conserve and protect a sustainable and resilient world (www.multiplier.org).

Multiplier and Project Equity celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills. Multiplier and Project Equity are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and Project Equity prohibit discrimination in its governance, programs and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran, because all or part of an individual's income is derived from public assistance, or for any other non-merit based factor.

APPLY HERE: Please fill out the online application and attach your resume and cover letter. In your cover letter, please explain what motivates you to work with Project Equity, and how your experience, skills and commitment will advance our work to create a more equitable economy.

Learn more at project-equity.org.