Director of Development

Hazon is the lab for Jewish sustainability. We're the largest organization in our space (Jewish Outdoor, Food, Farming & Environmental Sustainability). We're 4-star on Charity Navigator. We're one of only two organizations to have been in the Slingshot guide every year since inception. Today we have more than 40 staff, in four locations, and a budget of $9m. And in the first half of 2019 we're on track to complete a strategic planning process that is intended to further strengthen the organization and focus and increase our impact in the coming years.

We now seek an outstanding professional to lead all of our fundraising efforts.
We have a committed and engaged board, a cluster of senior staffers who are engaged with and committed to supporting the fundraising process, and a strong junior fundraising staff. **This will be an exceptional role for the right candidate - an opportunity to inherit a good base and help take us to the next level.**

We're looking for someone with drive, focus and people skills, who is mission-aligned and has the capability to help us raise more funding from all sources - annual campaign; individuals and foundations; a capital campaign; and a legacy campaign.

Key Responsibilities:

Develop and lead a comprehensive multi-year fundraising plan that builds upon the completion of a new strategic plan and with support from outside consultants with expertise in fundraising in order to meet our fundraising goals.

Lead our annual campaign efforts including:

- Driving our work with foundations including ongoing stewardship of current foundation funders, research and identifying new funding, oversee the systems and staff for grant and report writing;
- Assigning, overseeing, and stewarding our individual donor program. Personally soliciting and refreshing a portfolio of donors and supporting and training staff across departments in their stewardship efforts;
- Developing and nurturing a pipeline of new donors; being able to work directly with high net worth donors and potential donors;
- Overseeing and providing strategic direction for parlor meetings;
- Help to direct our capital campaign which has already successfully raised over $2m of a $5.5m campaign;
- Explore the development of a fundraising gala.

Management & Collaboration in the following areas:

- Supervise our young and talented development team of 3 staff
- Work with the Board, including the Chair of our Development Committee, the Chair of our Campaign For The Future and the Chairs of our Legacy Campaign to engage the board and use their expertise to further our fundraising efforts;
- Supervise our fundraising staff to direct and lead all aspects of fundraising;
- Collaborate with our Marketing & Communications staff to expand our social media, email, print, and other digital fundraising efforts;
- Collaborate with our Data & Analytics staff to insure that we are using data to inform our strategy;
- Serve on the Senior Leadership Team and act as part of that team in leading and coordinating all aspects of Hazon's work;
- Serve as an ambassador for the organization in the regions, able to enthusiastically articulate our mission and vision.

Who we're looking for:

- 7-15 years of professional development experience in a nonprofit organization;
- Proven track record of raising money, including successfully nurturing donor relationships and soliciting significant gifts;
- Staff supervisory experience - the ability to motivate and support a young and talented team
- Efficient and effective worker who thrives in a fast-paced, high-energy, creative environment;
- Detail-oriented with the ability to take initiative, organize others, oversee multiple details and logistics and communicate clearly and calmly;
- Effective communication skills, particularly in articulating the mission of Hazon and the benefits of our work;
- Experience with Salesforce, and a strong aptitude for working with fundraising software. [In the next three years we may or may not change the software we use, and you'll have a strong voice in that decision];
- Excellent time management skills for both short-term and long-term planning;
- Emotional intelligence and a positive outlook on life - strong people skills and the capability of working well with a variety of different types of people
- Familiar with and able to work comfortably and easily with the Jewish community and its diversity and complexity
- Commitment to and a passion for Hazon's mission and vision.

How to Apply

Email a resume and cover letter to jobs@hazon.org, with the subject line "Director of Development".

Salary range is $120,000 - $140,000, commensurate with experience, including a competitive benefits package.

Hazon is strongly committed to equal employment opportunities for all individuals. Hazon will make all employment decisions for staff and applicants without unlawful discrimination as to race, creed, color, national origin, gender identity and expression, age, disability, marital status, sexual orientation, alienage, citizenship or any other basis protected by law. This policy applies to all terms and conditions

of employment including but not limited to recruiting, hiring, compensation, training and development, benefits, promotion, demotion transfer, discipline or termination. All Hazon staff, regardless of position, are expected to maintain and live up to the true meaning of nondiscrimination.

Background on Hazon and on the Position:

Hazon is the lab for Jewish sustainability.

We work to create a healthier and more sustainable Jewish community, and a more sustainable world for all.

We are the largest dedicated organization focused on Jewish Outdoor, Food, Farming and Environmental Education ("JOFEE") in the American Jewish community. We are seeking to shift the nature of what it means to be Jewish in the 21st century – enabling and encouraging Jewish people to have an impact in the world and transforming Jewish life in the process.

Hazon has consistently grown in impact, staffing, and budget since its inception in 2000.

We will complete our strategic planning process in spring 2019 which will guide us for the next 3-5 years.

We are based in New York City and the Isabella Freedman Jewish Retreat Center in Falls Village, CT. We also have staff in Boulder, Denver, Detroit and in Israel.

The position is based in the New York City office and will include regular communication and coordination with staff based in all of our locations. The Director of Development will report to the Executive Vice President and work across departments and with the CEO. The Director of Development will supervise 2 Development Associates and 1 Grant Writer.

We seek someone who is resourceful with strong organizational and people skills, with a background in individual major gifts fundraising and foundation relationships, and attention to detail across all aspects of the development function.