



## Chief Development Officer

Hazon is leading a transformative movement deeply weaving sustainability into the fabric of Jewish life, in order to create a healthier, more sustainable, and equitable world for all.

Hazon is the national umbrella organization leading the Jewish environmental movement, and the largest faith-based environmental organization in the U.S, leading the Jewish response to the climate crisis and working in coalition with other faith and cultural groups as well. Now, Hazon is merging with the strongest Jewish retreat center and JOFEE site in North America, the Pearlstone Campus just outside of Baltimore, creating a stronger organization than ever before to lead the Jewish, Outdoor, Food, Farming and Environmental Education (JOFEE) world and the Jewish environmental movement as a whole.

We now seek an outstanding professional to lead all of our fundraising and marketing 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 fundraising team. 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:**

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Develop and lead a comprehensive multi-year fundraising plan 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;
- Assist with planning and maximizing fundraising from a gala in 2022.

Management & Collaboration in the following areas:

- Supervise our talented development team of 5 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 Data & Analytics staff to ensure 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.

Marketing and Communication (MarCom) efforts:

- Supervise our talented development team of 2 staff.
- Leading the MarCom department in order to set priorities, meet earned revenue and fundraising goals, and maintain timely, accurate and up-to-date communications with key stakeholders.
- Crafting the organization's narrative and helping staff across departments tell a consistent story about Hazon through print and digital collateral.
- Working closely with the fundraising department to oversee online donor cultivation.
- Liaising with program and regional staff to ensure that marketing, communications and design needs are met and that messaging is consistent across the organization.
- Supervising the MarCom team and hiring and training an additional team member.
- Creating guidelines and streamlining as necessary to keep output reasonable.
- Working towards Hazon's mission of leading a transformative movement deeply weaving sustainability into the fabric of Jewish life, in order to create a healthier, more sustainable, and equitable world for all.

### **Qualifications:**

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- 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 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**

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Frequently cited statistics show that women and underrepresented groups apply to jobs only if they meet 100% of the criteria. Hazon encourages you to break that statistic and apply.

To apply, send resume and cover letter to [jobs@hazon.org](mailto:jobs@hazon.org) with "Chief Development Officer" in the subject line. Applications will be reviewed on a rolling basis starting November 1, 2021.

Salary range is \$100,000 - \$120,000, 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.