



FIGHTING HATE FOR GOOD

Anti-Defamation League (ADL) Regional Director of Development (New Jersey and New York)

New York Tri-State Area



Background

ADL is the leading anti-hate organization in the world. Founded in 1913, its timeless mission is “to stop the defamation of the Jewish people and to secure justice and fair treatment to all.” Today, ADL continues to fight all forms of antisemitism and bias, using innovation and partnerships to drive impact. A global leader in combating antisemitism, countering extremism, and battling bigotry wherever and whenever it happens, ADL works to protect democracy and ensure a just and inclusive society for all.

ADL achieves its mission through disseminating information to raise awareness, educate youth, training law enforcement, speaking out in defense of civil liberties, and advocating for policies and positions that promote social justice.

ADL New York/New Jersey is one of the 25 regional offices that ADL has across the country, covering all of New York State, Northern and part of Central New Jersey. It operates with the largest regional team, responds to the highest number of antisemitic incidents, and achieves the largest annual fundraising goal (\$14m+ as of 2023). It is a part of ADL’s East Division (comprised of ADL New England, ADL Philadelphia, and ADL Connecticut), and is managed by Regional Director Scott Richman, with the support of a Senior Management Team comprised of a Senior Deputy Regional Director, the Director of Development, and a Director of Education.

Position

The Director of Development (DoD) will develop, implement, and oversee regional fundraising programs and initiatives to successfully meet annual and designated fundraising goals, established in collaboration with the Regional Director and approved by the National Development Office, and to increase revenue in the New York/New Jersey region. The DoD will identify, cultivate, solicit, and steward individual and institutional prospects and donors and implement targeted solicitation strategies designed to increase revenue and the donor base. The DoD will oversee a seasoned team of development professionals to accomplish these goals and work closely with the region’s Boards and volunteer leadership groups. This individual will serve as a member of the Regional Senior Team and a member of the East Division Senior Cohort.

Responsibilities

The ideal candidate will bring extensive development/fundraising experience and is able to demonstrate an increase in expertise and responsibility, including multiple years of managing a team. This individual will have knowledge of New York and New Jersey’s philanthropic community and trends, event management experience, and experience working in a regional office of a national organization. The responsibilities for this position will include, but are not limited to:

Annual Revenue Fundraising for Region

- Collaborate and partner with the Regional Director to devise and enhance the New York/New Jersey region's strategic development vision.
- Work closely with the East Division's Director of Philanthropic Outreach to not only achieve the region's annual revenue goal (\$14 million for 2023) as well as assist in the efforts to achieve the Division's annual revenue goal.
- Oversee the execution and development of all regional fundraising initiatives, campaigns and events, including but not limited to two major regional fundraising events (raising a combined \$1.7 to \$2 million), an Annual Leadership meeting, Walk Against Hate, planned giving efforts, annual appeals, institutional giving proposals, and the region's Partners Against Hate corporate giving program.
- Partner with the Regional Director on donor and prospect visits and support the management and cultivation of the Regional Director's major gifts portfolio.
- Foster a "culture of philanthropy" for the New York/New Jersey regional team that's consistent with ADL's established culture.
- Serve as an active member of the region's Senior Management Team, helping to guide and set regional priorities, budgets, and goals.
- Work collaboratively as a part of ADL's East Division's Director of Development cohort.
- With the support of the region's Development Team, continue to build and grow the region's institutional support/portfolio: both Foundations and Corporate Giving.
- Work with fundraising staff and Board/volunteer leadership to build and maintain momentum and focus for all who are engaged in fundraising efforts.
- Work with fundraising staff to oversee and manage all leadership groups within the region.
- Participate with and support ADL's national offices' initiatives, policies, and staff development.

Principal and Major Gift Fundraising

- Perform duties of the region's sole principal and major gift fundraiser which includes stewarding/closing gifts ranging from 6 to 7-figures.
- Work with the Development Researcher to identify and cultivate new leads to build and expand upon the regional principal gift pipeline.
- Cultivate major donor relationships with the goal of increasing donors to principal gifts within two years.
- Solicit and close major and principal gifts and ensure timely and personalized donor stewardship and cultivation.

Team Management and Development

- Oversee a team of seven highly skilled development professionals, and directly manage three of those development professionals (including a Director of Major Gifts and two Senior Associates of Development), with support from the team's Development Assistant.
- Ensure that current/future staff are properly hired, trained, supported, and guided, and that their professional development is nurtured.

- Create a positive work environment that promotes collaboration, innovation, and teamwork.
- Achieve the metrics for measuring progress toward goals and evaluating overall performance established by ADL's national Development team; conduct mid-year and annual evaluations.

Other Duties

- Other duties as requested by the Regional Director and Senior Management Team.
- Other duties as requested by ADL's national office, such as participation in the development and support of ADL's Never Is Now Summit on Antisemitism and Hate and National Leadership Summit.

Qualifications

- Commitment to ADL's mission and organizational values.
- Proven success soliciting and closing 6- and 7-figure gifts from individuals, corporations, and/or family foundations.
- Excellent interpersonal, verbal/presentation and written communication skills.
- Positive attitude and desire to learn and grow as part of a team.
- Highly motivated, confident, resilient, and flexible.
- Strong board and volunteer management and experience.
- Facility with metrics/performance goals and analytics.
- Strong organizational and administrative skills, with a demonstrated track record of establishing effective systems that foster teamwork and improve efficiency.
- Commitment to transparency, accountability, and direct communication.
- Ability to work independently as well as collaboratively in a fast-paced environment with multiple priorities and tight deadlines.
- Experience with Planned Giving and Corporate Giving programs and solicitations.
- Proficiency with MS Office applications (i.e., Word, Excel and Outlook), donor research platforms (i.e., Wealth Engine, Lexis Nexis) and database management software (Salesforce).

Salary

This position has a salary range of \$190,000 - \$205,000. This salary range is reflective of a position based in the New York Tri-State area. Please note that actual salaries are commensurate with experience and reflect the budget for a given position, and since ADL has a location-based compensation structure, there may be a different range for candidates in other locations. For an overview of our total rewards package, please visit <https://www.adl.org/about/careers>.

Work Environment

ADL COVID-19 Protocol: ADL is adhering to public health guidance regarding COVID-19. ADL will require that all employees are vaccinated with exceptions for medical and religious accommodations. ADL is requiring proof of vaccination.

ADL is a hybrid environment; this role requires three days in the New York City based office.

ADL values a diverse workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of underrepresented ethnic groups, foreign-born residents, and veterans to apply. ADL is an equal opportunity employer. Recruitment, hiring, promotions and other terms, conditions and privileges of employment shall be maintained in a manner which does not discriminate on the basis of age, race, creed, religion, color, national origin, sex, sexual orientation, gender expression, marital status, physical or mental disability, veteran status, or military status, or in violation of any applicable Federal, state or local laws. ADL will ensure that individuals with disabilities are provided reasonable accommodations to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. For individuals with disabilities who would like to request an accommodation to support the interview process, please contact Talent & Knowledge at talentacquisition@adl.org. ADL will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of the Fair Credit Reporting Act, and all other applicable State, Local, and Federal laws.

The information in this job description indicates the general nature and level of work expected of employees in this classification. It is not designed to contain, or be interpreted as, a comprehensive inventory of all duties, responsibilities, qualifications, and objectives required of employees assigned to this job, nor is it to be interpreted as a contract for employment.

To apply for this position, please click [HERE](#).

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