



Native Organizers Alliance
Director of Development
Remote, USA



About Native Organizers Alliance

The Native Organizers Alliance (NOA) is a unique Indigenous training and organizing network dedicated to building the capacity of Native tribes, traditional societies, and community groups to make transformational change. It also provides a forum for tribal and Native leaders and organizers to work in collaboration with each other and promote their work with non-Native national allies. NOA supports grassroots-driven social change rooted in Native traditional practices and values to advance tribal sovereignty. This includes the health and wellbeing of Native people in rural and urban Native communities and on reservations across Indian Country.

Position

Reporting to the Executive Director, the Director of Development (DoD) will create and oversee fundraising strategies to maximize organizational sustainability and allow for mission-aligned growth. The DoD will focus on building a diverse, strong, and expanding base of support from foundations, while significantly growing revenue from individual donors. The DoD is responsible for creating, implementing, and executing initiatives including major gifts, planned giving, foundation grants, annual giving, special events, and developing a comprehensive stewardship process for donors.

The ideal candidate will have demonstrated experience in fund development in the nonprofit sector, donor cultivation and stewardship, representing an organization to stakeholders, and managing a small staff. The DoD will also co-create a small advisory council of people to guide the strategic planning for NOA's financial stability and act as the principal liaison to all fundraising consultants.

The DoD is expected to work across diverse teams and workstyles and assist in the design and administration of operation systems to make workflow more efficient. The DoD must care deeply about the NOA's mission, have experience working in the progressive funding world, and enjoy working on strategy and systems.

The candidate should be familiar with the history and current situation in Indian Country. Prior experience working with tribal and Native communities and organizations is desirable.

Responsibilities include:

The Director of Development will create and implement a strategy to grow NOA's fundraising, including:

- Manage fundraising efforts from foundations and other institutional sources, stewarding current funders while growing revenue from new sources. This includes prospecting for new funding opportunities, managing and improving development tracking systems, tracking deadlines, reviewing and approving content, and

coordinating timely and high-quality grant submissions, and responsibility for drafting all proposals and grant reports. In addition, the DoD will be responsible for all funder cultivation such as briefings, communications, and ensuring high level stewardship of funders.

- Responsible for the implementation and strengthening of NOA's major gift program. Develop and implement engagement strategies including individualized donor cultivation, special events, and other relationship building and activities. Ensure excellent cultivation and relationship maintenance with all donors and prospects.
- Establish strong internal systems for coordinating and tracking development strategies. Ensure members of the development team have clear work plans and goals and monitor progress towards goals. Maintain NOA's donor database system. Oversee timely grant notifications, coordinate financial reporting and allocation of grants. Lead monthly fundraising meetings with key staff.
- Direct the creation and production of donor publications and communications such as annual reports, newsletters, donor stories, online donor outreach including video production and website content.
- Provide vision and leadership to the development team including regular supervision and support to development staff. Clarify roles among development team members. Coach and support the NOA staff in building their fundraising skills and success.
- Work closely with the Executive Director and COO to develop organizational fundraising projections, accurately tracking progress towards goals, and ensuring that the goals are met. Work closely with the COO and administration of NOA's fiscal sponsor to ensure that updated fundraising projections are reflected in the NOA budget projections.

Qualifications include:

- 10 years of demonstrated successful fundraising experience and a strong familiarity with the progressive funding universe. Particular expertise or knowledge in one or more of the following is highly desirable: foundation fundraising, major gifts, low-dollar individual fundraising, c(3) and c(4) political fundraising.
- Strong supervisory and managerial experience – including demonstrated experience effectively managing teams and ability to build rapport among their team while challenging staff to achieve ambitious goals.
- Commitment to NOA's mission – Possess a commitment to racial equity, social justice, and community organizing. Be sensitive to the challenging dynamics of raising money for an organization fighting racial capitalism in a capitalist system, and comfortable navigating those dynamics.

- Strong interpersonal skills, a high level of emotional intelligence and awareness of interpersonal dynamics to work with a diverse group of colleagues, building support and consensus around fundraising priorities, comfortable giving and receiving feedback.
- Ability to work across multiple infrastructure and programmatic teams, with staff spread across the country.
- Strong oral and written communication skills, including superior writing, copy editing and proofreading ability.
- Highly organized with an ability to successfully complete many tasks and priorities with strong adherence to detail. Work effectively on a tight schedule and be able to set and meet realistic deadlines.
- Honor the idea of Native cultures and practices as the guiding principles of NOA's organizational culture and ways of working within the staff and with all our relations.
- Deep knowledge of intertribal Native history and culture and the politics and issues impacting tribal and Native communities.
- Understand the decisive role tribal governments play in the movement for achieving sovereignty and systemic change in nation-to-nation relations with the federal government.
- Experience as an organizer, campaigner, or in tribal government is a plus.
- Experience with G-Suite, Microsoft Office suite, donor databases, and project management platforms.
- A desire to grow and develop personally and deepen our collective Indigenous frameworks. You want to learn from others in an exciting moment in Native history with an organization committed to movement-building for transformational change.

Compensation

Salary: \$90,000 - \$110,000

Benefits: Include health, dental, and vision insurance; paid holiday time-off and a generous vacation and sick policy.

Location: Remote (minimal travel for staff gatherings, campaigns and events.)

Native Organizers Alliance is a fiscally sponsored project of the Alliance for a Just Society (501c3) and is an equal opportunity employer, and women, people of color, persons with disabilities and LGBTQI people are strongly encouraged to apply. We do not discriminate on the basis of race, color, sex, age, national origin, disability, sexual orientation, or gender identity or expression, nor any other basis protected under law. We embrace the full spectrum of humanity and the intersectional nature of our existence and imaginative energies. We

embody diversity in our staff, board, the artists and partners we work with, and the audiences we attract.

All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

This position description is based upon material provided by Native Organizers Alliance.

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

Sterling Nelson, Talent Consultant

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