

Director of Development

World Without Exploitation

Remote

Salary: \$85,000 - \$90,000

The Organization

World Without Exploitation (WorldWE) is the country's preeminent national coalition dedicated to ending **human trafficking and commercial sexual exploitation (HT-CSE)**. Founded in 2015 and created as a space to connect and unify organizations working in communities across the country, WorldWE has grown to become the largest anti-trafficking coalition in the nation. WorldWE unites hundreds of diverse partners from across the country in our collective efforts to drive a national agenda to change laws, policies, and perspectives about HT-CSE.

WorldWE is at the forefront of the fight to create an exploitation-free world. We are working to challenge and change the policies and systems that perpetuate the commodification of people, focusing on solutions that address the underlying causes that perpetuate HT-CSE.

Our approach is rooted in the understanding that the sex trade is a form of gender-based violence that disproportionately affects women, children, and communities of color. It is one of the world's oldest oppressions, fueled by racial and gender inequality, preying on poverty and trauma. It victimizes the most vulnerable and most marginalized.

In 2020, in collaboration with our coalition partners and leaders from across the movement, WorldWE unified around the **Equality Model**, the global leading policy approach to prostitution which ensures that those sold in the sex trade are provided exit services instead of criminal penalties and that those who exploit – pimps, brothel owners, and sex buyers – are held accountable for the devastating harms they cause. WorldWE continues to work to make sweeping systemic policy changes across the country by advocating for policies that promote long-term social change while opposing policy initiatives that would expand the sex trade and HT-CSE.

WorldWE, in partnership with other nationally focused organizations, especially saw the efficacy of our methodology and efforts in August 2019 when we collaborated to mobilize over 100 survivors, experts, and allies from across the country to successfully defeat a measure that would have fully decriminalized the sex trade in Washington, DC. Since then, we have contributed to numerous other initiatives that defeated full decriminalization efforts in other key battleground states, including **Louisiana, New Hampshire, New York, Oregon, Rhode Island, Massachusetts, and Vermont**; and our efforts paid off in full in June 2023 when working alongside our close partners, survivors, and champions we successfully passed groundbreaking Equality Model legislation in Maine.

As we approach the **10-year anniversary of WorldWE in 2025**, we continue to engage and educate stakeholders across the country at all levels of government about the Equality Model. We have developed a winning strategy and built a big tent movement with 170+ Coalition members, expanded our capacity and expertise with the addition of new staff, and assembled a savvy team with deep experience in messaging, policy advocacy, and reform to help us formulate state-level advocacy strategies, create refined messaging, and educate on key issues through targeted media engagement.

WorldWE is a fiscally-sponsored project of the Tides Center, a 501(c)(3) nonprofit organization. For more information about WorldWE, visit <https://www.worldwithoutexploitation.org>.

BACKGROUND

The Position

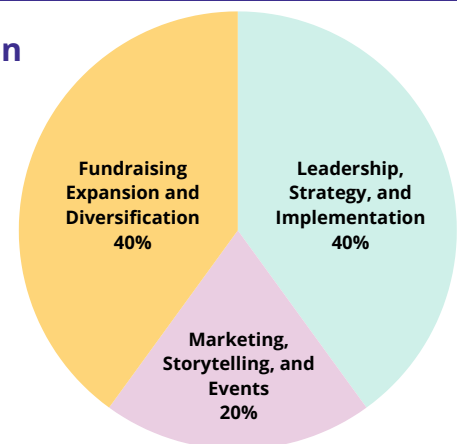
WorldWE is seeking a passionate, entrepreneurial individual to serve as the inaugural Director of Development (DoD) and strategic partner to the National Director for fundraising initiatives. The DoD will be responsible for strengthening the mission of the organization by creating, leading, planning, and managing a comprehensive development and fundraising strategy to deepen and sustain organizational growth. In collaboration with a network of partners and stakeholders, the DoD will play a key role in supporting existing organizational relationships and cultivating new opportunities with a focus on individual donors, family foundations, and major gifts. The DoD will manage, retain, and grow a portfolio of existing and new donors, overseeing stewardship and recognition and collaborating with organizational leadership on relationship management strategies. The DoD will be instrumental in storytelling, conveying the mission of WorldWE, and creating content for development initiatives, including proposals, newsletters, campaigns, and reports.

Reporting to the National Director, the DoD will collaborate across the organization to organize and execute development initiatives. The DoD will develop systems and implement best practices with the long-term goal of expanding the WorldWE development team.

ROLE OVERVIEW

Fundraising Leadership, Strategy, and Implementation

- Develop and implement the organization's comprehensive fundraising strategy and program with a focus on increasing individual giving.
- In partnership with the National Director and Board, lead and manage key relationships and donor lifecycles, including stewardship and recognition.
- Work in collaboration with the National Director and Operations and Finance Director on annual and long-term strategic financial planning to ensure organizational growth and sustainability.
- Liaise with organizational advisors, coalition members, and lay leadership to communicate and promote transparency around fundraising goals; support efforts in reaching goals through a variety of engagements and activities.
- Participate in quarterly board meetings, present strategic plans, provide detailed status updates and analysis, and robust donor reports.
- Outline concrete fundraising metrics and benchmarks, track ongoing goals to accurately measure growth and determine areas of opportunity. Report on progress on a monthly, quarterly, and annual basis.
- Identify an organizational CRM to centralize and streamline advancement initiatives and activities; oversee the management of the CRM for fundraising and prospect management.
- Ensure alignment between fundraising best practices and the organization's mission and values.
- Represent WorldWE at select public events and speaking engagements on a local, regional, and national level, as needed.



Fundraising Expansion and Diversification

- Research, identify and cultivate individual giving and major gift opportunities. In partnership with the National Director, conduct outreach and participate in meetings, follow-up, and track next steps.
- Develop and implement annual and long-term strategic plans toward receiving both unrestricted and restricted funds from family foundations.
- Manage the organization's donation management system and other aspects of donor stewardship and communication.
- Report monthly on metrics relating to individual donor acquisition, retention, and engagement.
- Maintain an annual fundraising planning calendar, including grant opportunities, reporting and required benchmarks. Work in coordination with the Operations & Finance Director on grant compliance and reporting.
- As needed, coordinate grant proposal development processes across the organization to research, ideate, write, and fully execute LOIs and proposals.

Marketing, Storytelling, and Events

- In partnership with the Deputy Director and Communications Manager, create, and maintain a suite of fundraising materials to include, but not limited to, organization and program materials, case-making materials, promotional decks, and reports.
- Leverage compelling storytelling and data to inspire stakeholders and drive strategic fundraising initiatives that align with WorldWE's mission and vision.
- In partnership with WorldWE program team, create and launch strategic development campaigns, including Giving Tuesday and other respective fundraising campaigns.
- Leverage and integrate development strategies using WorldWE's media and digital platforms, including the website, newsletters, and social media.
- Lead and plan development events to include cultivation events and annual fundraisers. Ensure WorldWE's events align with strategic development and cultivation goals.

Organizational Budget	Member Organizations	No. of Staff
\$1.2M+	170+	7

THE IDEAL CANDIDATE

The ideal candidate for the Director of Development position possesses the following competencies:

Drives Results	Instills Trust	Resourcefulness
Consistently achieving results, even under tough circumstances.	Gaining the confidence and trust of others through honesty, integrity, and authenticity.	Securing and deploying resources effectively and efficiently.
Strategic Mindset	Communicates Effectively	Resilience
Seeing ahead to future possibilities and translating them into breakthrough strategies.	Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.	Ability to rebound from setbacks and adversity when facing difficult situations.

Additional Qualifications

- Mission-oriented with a commitment to WorldWE's work. Belief in and alignment with organizational values and culture.
- Candidates must have 3+ years of development experience and a proven track record of raising at least \$3/5M annually from a diverse stream of contributed revenues.
- Demonstrated and proven experience broadening a donor base and diversifying funding streams, with a focus on individual giving, major gifts, and family foundations and increasing current donors.
- Demonstrated ability to build relationships with different stakeholders and constituents.
- Ability to serve as a thought partner to executive leadership, co-founders, etc. Support and leverage leadership in fundraising opportunities.
- Ability to bring a marketing/communications lens to development initiatives and campaigns.
- Growth mindset, desire to deepen knowledge around WorldWE's work and the landscape.
- Ability to succeed within ambiguity; comfortable taking initiative, prioritizing, and ideating effectively in a collaborative and fast-paced environment.
- Solution-oriented, eager to bring proactive ideas to the table.
- Understanding of development principles and techniques of development activities, including annual giving, major giving, planned giving, event planning, capital campaigns, marketing, and communications.
- Strong written and oral communication skills and effective networking.
- This position is open to candidates with a variety of educational and professional backgrounds.

WHO WE ARE

Work Environment

World Without Exploitation is a fully remote team and the DoD position will adhere to the remote organizational policy. This role will require occasional travel for development-related events.

Our Commitment to Diversity, Equity, & Inclusion

This position description is based upon material provided by World Without Exploitation and The Tides Center, an equal-opportunity employer.

COMPENSATION AND BENEFITS

Salary

The salary range for this position is \$85,000 - \$90,000.

Benefits

Through coverage provided by the Tides Center, the following benefits are included:

- Medical
- Dental
- Vision
- Basic Life Insurance and Accidental Death & Dismemberment (AD&D)
- Voluntary Life and AD&D
- Short-term and Long-term Disability Insurance
- Carrot Fertility Benefit
- HSA, Flexible, and Dependent Care Spending Accounts
- Parking and Transportation Savings Account
- Employee Assistance Program
- 403(b) Retirement Plan

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above.

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[Submit an application](#)