

# Chief Development Officer

## Center for Countering Digital Hate

Hybrid US East Coast, with regular national and international travel

**Salary: \$175,000 - \$200,000**

Please note that the successful candidate must be authorized to work in the US by the start of their employment.

### The Organization

The Center for Countering Digital Hate (CCDH) works to stop the spread of online hate and disinformation through innovative research, public campaigns and policy advocacy.

Social media companies erode basic human rights and civil liberties by enabling the spread of online hate and disinformation.

Social Media companies deny the problem, deflect the blame, and delay taking responsibility.

The Center for Countering Digital Hate holds them accountable and responsible for their business choices by highlighting their failures, educating the public, and advocating change from platforms and governments to protect our communities.

Here's how CCDH delivers change:

- Through **research**, we expose the producers and spreaders of hate and disinformation, and demonstrate the offline consequences.
- Through **campaigns**, we galvanize support from the public and advertisers to pressure social media companies and tech platforms to reform.
- Through **communications**, we shape the debate to educate the public and key stakeholders about online harms.
- Through **policy and partnerships**, we persuade policymakers and collaborate with civil society leaders to demand reform of social media.

### The Position

The Chief Development Officer (CDO) will be a senior leader responsible for driving CCDH's fundraising strategy, building relationships with high-net-worth individuals, foundations, and institutional donors, and expanding CCDH's funding pipeline in both the U.S. and internationally.

Reporting to the COO, the CDO will work closely with the CEO and Board of Directors to cultivate and secure major gifts, leveraging their networks and strategic vision to ensure CCDH's continued financial growth. The CDO will also be responsible for managing a Development Officer and hiring additional U.S. and EU-based development professionals over time.

This is a high-impact leadership role for an experienced fundraiser who thrives in a fast-moving, mission-driven environment and is confident engaging with top-tier funders and philanthropic leaders. The ideal candidate will bring a deep understanding of fundraising in politically complex, advocacy-driven, and research-focused organizations.

### Strategic Fundraising Leadership

- Develop and lead CCDH's fundraising strategy in the U.S., UK, and EU, ensuring alignment with organizational growth objectives.
- Collaborate with the CEO, Board, and senior leadership to identify and pursue funding opportunities that support CCDH's mission.
- Manage and oversee the full fundraising lifecycle, ensuring revenue goals are met and exceeded.
- Track and report fundraising progress using Salesforce, presenting analyses to leadership and the Board.
- Lead efforts to diversify revenue streams, including securing transformational gifts from high-net-worth individuals and increasing CCDH's footprint on the East Coast.
- Establish fundraising best practices and processes, integrating fundraising activities with policy, communications, and research initiatives.

### Major Donor Cultivation & Relationship Management

- Expand CCDH's reach among ultra-high-net-worth individuals, major philanthropic networks, and corporate partners in the US, UK, and EU.
- Work closely with the CEO to optimize donor engagement, ensuring that leadership time is used effectively for high-impact relationship-building.
- Develop customized donor strategies to align funder interests with CCDH's mission, crafting compelling proposals and stewardship plans.
- Strengthen CCDH's presence in West Coast philanthropic circles, while also building new donor relationships on the East Coast.
- Leverage CCDH's network, utilizing fundraising consultants, board members, and strategic advisors to open doors and expand connections.

### Operational Leadership & Team Growth

- Expand and manage a growing development team, including recruiting additional fundraising professionals in the US and EU.
- Oversee a high-performing fundraising operation, ensuring that the team is equipped with the right systems, tools, and processes for success.
- Collaborate with the finance team to align fundraising goals with budgets and reporting requirements.
- Lead the team in supporting CEO-led fundraising efforts, including the development of pitch decks, donor messaging, and strategic engagement plans.

### Event Planning & Stewardship

- Spearhead donor engagement events, ensuring that CCDH is consistently cultivating relationships through high-touch experiences.
- Oversee stewardship processes, developing recognition and impact reporting strategies to keep donors engaged and invested in CCDH's mission.

# THE IDEAL CANDIDATE

The ideal candidate for the CDO position possesses the following competencies:

<b>Strategic Fundraising Leadership</b> Develop and execute a multi-year fundraising strategy.	<b>High-Net-Worth Donor Engagement</b> Cultivate relationships with major donors and institutional funders.	<b>Team Building &amp; Leadership</b> Lead, mentor, and grow the fundraising team.
<b>Communications &amp; Storytelling</b> Craft compelling donor messages and fundraising materials.	<b>Data-Driven Decision Making</b> Use CRM tools to track donor engagement and measure impact.	<b>Adaptability &amp; Problem-Solving</b> Navigate complex fundraising challenges with agility.

## Essential Experience & Skills

- 10+ years of senior-level fundraising experience, with a proven track record of securing six- and seven-figure gifts from major donors, foundations, and institutions.
- Extensive experience building high-net-worth donor pipelines, with a deep understanding of the philanthropic landscape in the US, UK, and EU.
- Strong networking and relationship management skills, with the ability to open doors and cultivate long-term donor partnerships.
- Demonstrated ability to work in high-pressure, politically charged environments, ideally within advocacy, policy, or mission-driven organizations.
- Strong leadership skills, including experience building and managing fundraising teams.
- Exceptional written and verbal communication skills, with experience drafting grant proposals, donor messages, and major funding requests.
- Strategic thinker and problem-solver, able to navigate ambiguity and develop creative solutions to fundraising challenges.
- Highly organized, data-driven, and results-oriented, with experience managing fundraising operations, CRM systems, and donor analytics.
- Experience engaging with boards, advisory councils, and influencers to drive philanthropic support.
- Authorized to work in the US by the start of employment.

## THE IDEAL CANDIDATE (cont.)

### Preferred Qualifications

- Experience fundraising for issues related to tech accountability, democracy, climate change, or social justice.
- Understanding of philanthropic trends on the West and East Coasts, including key players in progressive funding circles.
- Experience securing multi-year, unrestricted funding and building an endowment strategy.
- Familiarity with UK/EU fundraising landscapes and donor networks.

### Travel Requirements

- Three to four fundraising trips per year to the West Coast.
- Two to three international trips per year to CCDH's UK/EU offices and key funders.
- Regular travel across the US for donor engagement and major events.

## WHO WE ARE

### Work Environment

The work environment at CCDH is fast-paced, mission-driven, and highly collaborative. The team is tight-knit, ambitious, and impact-focused, operating with a sense of urgency due to the organization's high-profile work. Employees are expected to be adaptable, proactive, and comfortable navigating complex challenges, especially given CCDH's role in advocacy and policy change.

While the culture values openness, learning, and teamwork, it also requires a high degree of independence and problem-solving. Leadership is hands-on but expects team members to take ownership of their work. Given CCDH's global presence, working across time zones and frequent travel are key aspects of the role.

## COMPENSATION AND BENEFITS

### Salary

\$175,000-\$200,000

### Compensation Transparency

CCDH is committed to pay equity and will extend an offer based on experience and qualifications. To ensure fairness across the organization, salaries are non-negotiable.

### Benefits

- 20 days annual leave plus federal holidays
- Extra Birthday Bonus Day off
- Office closure between Christmas and New Year
- Sick leave and pay
- Health and dental insurance
- 401k
- Flexible training budget and development opportunities
- Mental health support

## 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. If you are selected to move forward for an initial screening call, we expect you to hear from us by April 1.

Omar Lopez  
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[Submit an application](#)