



# Director of Development

## Trybal Gatherings

East Coast, USA

Salary: \$125,000 - \$150,000

### The Organization

Founded in 2017, Trybal Gatherings is the leading provider of Jewish camp experiences for young adults and their friends. Trybal reimagines Jewish gatherings in a modern world by offering innovative getaways for young adults to connect, explore, play, and celebrate in a socially Jewish context.

Set in picturesque landscapes across North America, the Trybal experience is designed to welcome participants into a dynamic community during an unforgettable weekend escape.

Trybal maintains a team of 6 full-time staff, 70 seasonal staff, and an operating budget of approximately \$2 million and has a significant presence in the New York, Boston, Chicago, Los Angeles, and Atlanta communities as well as partnerships within Israel.

To learn more about Trybal Gatherings, please visit: <https://www.trybalgatherings.com/>

### The Position

Trybal Gatherings seeks a dynamic, strategic, and entrepreneurial leader to serve as its inaugural Director of Development (DoD). Reporting to and partnering closely with the Founder and CEO Carine Warsawski, the DoD will build upon a strong foundation of philanthropic support to advance Trybal's mission and drive its next stage of growth.

The DoD will lead the design and execution of a multi-year development strategy that deepens fundraising capacity and grows revenue. Key responsibilities include establishing essential infrastructure such as CRM and development systems, expanding relationships with foundations and major individual donors, and supporting a strategy to grow and strengthen the board of directors.

A compelling communicator and relationship builder, the DoD will steward existing supporters, manage and grow a portfolio of donors, and create materials that effectively convey Trybal's story and impact. As a member of the senior leadership team, the DoD will work across the organization to align fundraising with strategic priorities and foster a vibrant culture of philanthropy.

This is a rare and exciting opportunity to help shape the future of one of the most innovative and buzzworthy ventures in Jewish engagement.

### Strategic Vision and Thought Partnership

- In partnership with the CEO, design and lead a comprehensive fundraising strategy focused on expanding foundation and major gift support.
- Collaborate with the CEO to prepare progress reports and donor analysis for Board meetings.
- Align fundraising practices with the organization's mission, values, and industry best standards.
- Represent Trybal publicly alongside the CEO at select local, regional, and national events and speaking engagements.

### Prospecting, Cultivation, and Stewardship

- Partner with the CEO and Board to cultivate major donors; develop customized proposals aligned with funder interests and organizational goals.
- Lead strategic planning for major gifts and foundation support, focusing on both unrestricted and restricted funding.
- Manage the grant proposal process, including research, ideation, writing, and execution of LOIs and full proposals as needed.
- Coordinate with staff on grant compliance and reporting to ensure timely and accurate submissions.
- Oversee donation management system and processes and donor stewardship communications to ensure a seamless donor experience.

### Development Management and Infrastructure

- Refine and implement development policies and procedures to support efficient and effective fundraising operations.
- Optimize the CRM system to centralize development activities, support donor and prospect management, and enable accurate impact reporting.
- Partner with the Chief Growth Officer to manage the development budget and work plan, track performance metrics, and report progress on a monthly, quarterly, and annual basis.
- Collaborate with the Marketing team to produce and maintain compelling fundraising materials, including organizational overviews, case statements, promotional decks and collateral, and impact reports.
- Integrate fundraising efforts across digital platforms, leveraging Trybal's website, newsletters, and social media to enhance donor engagement.

## THE IDEAL CANDIDATE

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

<b>Drives Results</b>	<b>Instills Trust</b>	<b>Big Picture Thinking</b>
Consistently achieving results, even under tough circumstances.	Gaining the confidence and trust of others through honesty, integrity, and authenticity.	Taking a broad view when approaching issues, using a global lens.
<b>Strategic Mindset</b>	<b>Builds Networks</b>	<b>Resourcefulness</b>
Seeing ahead to future possibilities and translating them into breakthrough strategies.	Effectively building formal and informal relationship networks inside and outside the organization.	Securing and deploying resources effectively and efficiently.

### Candidate Profile

- A passion for Trybal Gathering's mission and values.
- Strategic thinker with demonstrated ability to build and implement a comprehensive development strategy.
- 7+ years of advanced experience leading all aspects of development, including but not limited to securing major and foundation/institutional gifts.
- Proven experience in grant writing and proposal development.
- Proven success in building and maintaining relationships with major donors and foundation teams; track record of soliciting and closing major gifts.
- Experience designing and implementing systems to support fundraising, including fluency with CRM platforms and the ability to use data effectively for donor engagement and storytelling.
- Ability to thrive in a dynamic, creative, fast-moving environment that values collaboration, initiative, and bold thinking.
- Excellent verbal and written communication skills with the ability to convey Trybal's mission and effectiveness with passion, skill, and grace.
- Energetic and entrepreneurial, with strong instincts, sound judgment, a hands-on approach, and a sense of humor.
- Excellent interpersonal skills, with a warm, honest, and engaging style that fosters strong relationships across diverse constituencies.
- Ability and willingness to travel on an occasional basis.
- Must have a valid driver's license and be able to lift up to 35 pounds.

## COMPENSATION AND BENEFITS

### Salary

Trybal Gatherings offers a competitive salary range of \$125,000 - \$150,000 for this position and a comprehensive benefits package including a flexible vacation policy, professional development stipend, healthcare & 401(k) matching retirement benefits.

### Location

This is a remote position with travel required throughout the year. Candidates on the east coast near Trybal's hub cities (Boston, New York) are strongly preferred.

*This position is based upon material provided by Trybal Gatherings, an equal opportunity employer.*

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