

DAYS FOR GIRLS

Development Director Job Description

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| Job Title: | Development Director |
| Classification: | Full-Time |
| Salary Range: | \$65,000 to \$75,000 a year |
| Location: | Remote (U.S.-Based) |
| Reports to: | Chief Executive Officer (CEO) |
| Supervisory Role: | Yes |
| Travel Required: | Yes. This role requires occasional domestic and international travel to meet with key stakeholders, attend conferences, and support fundraising initiatives. Travel expectations will be determined based on organizational priorities. |

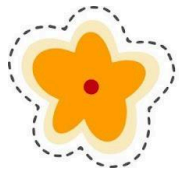
About the Organization

Days for Girls International (DfG) is an award-winning non-profit that has reached more than 3.5 million women and girls in 145 countries on six continents with quality, sustainable menstrual care solutions, and menstrual health education. We operate a hybrid model of entrepreneurship and volunteerism, increasing access to menstrual care and education by developing global partnerships, cultivating social enterprises, mobilizing volunteers, and developing innovative solutions that shatter stigmas and limitations for women and girls around the globe.

Our core values guide everything we do, including hiring decisions. They are:

- **Wisdom:** honors those who we serve and with whom we serve
- **Gratitude:** integrates into all areas of our operations
- **Collaboration:** prioritizes responsiveness and flexibility
- **Seeks to learn:** through an entrepreneurial spirit of innovation and creativity

DfG is an equal-opportunity employer that values diversity, equity, and inclusion. We do not discriminate on the basis of race, ethnicity, religion, national origin, sexual orientation,



DAYS FOR GIRLS

gender identity, age, marital status, veteran status, or disability status. Women, BIPOC, and LGBTQIA2S+ people are strongly encouraged to apply.

Position Summary

The Development Director is responsible for leading and implementing a comprehensive fundraising strategy to drive significant revenue growth. This position focuses on securing and expanding major gifts, corporate and foundation funding, annual giving, and strategic partnerships. The Development Director will oversee a high-performing team and work closely with internal leadership, board members, and key stakeholders to cultivate a robust and diversified funding portfolio.

This is an excellent opportunity for a results-driven fundraising professional who thrives in both strategic development and hands-on execution.

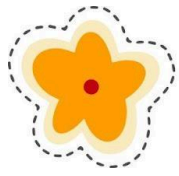
Key Responsibilities

1. Fundraising Strategy & Leadership

- Develop and execute a strategic fundraising plan to support the organization's ambitious revenue growth goals.
- Lead efforts to identify, cultivate, solicit, and steward major donors, corporate partners, foundations, and grant opportunities.
- Partner with the CEO and board members to leverage their networks for fundraising opportunities.
- Collaborate with the communications team to align donor messaging and storytelling with fundraising initiatives.

2. Corporate & Institutional Funding Relations

- Lead the identification and cultivation of corporate and foundation funding opportunities.
- Lead planning, development, and execution of grant strategy, pipeline development, proposal submissions, and reporting.
- Establish long-term partnerships and sponsorship opportunities with corporate donors.
- Ensure effective grant stewardship and compliance with funding requirements.



DAYS FOR GIRLS

3. Donor Engagement & Stewardship

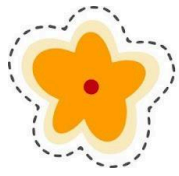
- Develop and implement high-impact donor engagement strategies, including recognition programs and personalized stewardship plans.
- Develop and implement a comprehensive individual giving strategy, focusing on donor acquisition, retention, and upgrading
- Oversee relationship management strategies for major and mid-level donors, ensuring long-term retention and increased giving.
- Manage donor data, tracking key metrics and insights to refine fundraising approaches; including but not limited to leveraging data analytics to segment donor audiences and personalize outreach for maximum impact.

4. Team Leadership & Collaboration

- Supervise and mentor the development team, ensuring KPIs are in alignment with organizational fundraising goals.
- Oversee and collaborate with the outsourced Grant Consultant on proposal development and reporting.
- Foster a culture of collaboration across teams, ensuring fundraising efforts integrate effectively with programmatic and operational goals.
- Provide leadership in tracking fundraising progress, delivering data-driven insights, and refining strategies as needed.

5. Events & Campaigns

- Represent DfG at conferences, corporate events, and donor engagements, delivering compelling presentations to raise awareness and drive funding opportunities.
- Engage in public speaking opportunities to share the impact of DfG's work with diverse audiences, including corporate partners, foundations, and community stakeholders.
- Oversee the development and execution of fundraising events, working with internal and external stakeholders to drive donor participation.
- Support the execution of annual giving campaigns, including end-of-year appeals, peer-to-peer fundraising, and digital giving strategies.
- Leverage networking opportunities, conferences, and external events to expand donor engagement.



DAYS FOR GIRLS

6. Legacy Giving & Planned Philanthropy

- Design and drive a legacy giving strategy that enables donors to create a lasting impact through estate planning, bequests, and charitable trusts.
- In partnership with the CEO and DfGI Board, identify and cultivate relationships with donors interested in including DfG in their estate plans through personalized outreach, donor education, and collaboration with financial advisors for a seamless process.

Qualifications & Experience

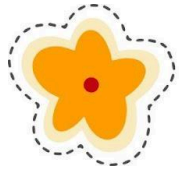
- Minimum 7 years of experience in nonprofit fundraising, with a demonstrated track record in securing major gifts, corporate partnerships, and foundation grants.
- Proven ability to cultivate and steward long-term donor relationships.
- Experience managing teams and working cross-functionally with leadership, board members, and external stakeholders.
- Strong understanding of corporate and foundation giving trends, as well as grant proposal development.
- Excellent written and verbal communication skills, with the ability to craft compelling donor communications and presentations.
- Familiarity with donor databases and CRM systems (e.g., Salesforce, Raiser's Edge) and data-driven fundraising strategies.
- Ability to work independently and in a remote environment while effectively managing multiple projects and deadlines.
- Passion for the organization's mission and a deep commitment to driving sustainable growth.

Preferred Qualifications

- Experience working with small to mid-sized nonprofits and scaling fundraising operations.
- Background in international development, public health, or social impact initiatives.
- Familiarity with planned giving and endowments.

Compensation and Benefits

- Salary is determined at the time of hire based on factors such as experience, skills, and alignment with the role's responsibilities.
- Shared cost group health, dental, and vision benefits



DAYS FOR GIRLS

- Flexible work schedule with remote work options.
- Unlimited paid time off
- 401(k) retirement plan with employer contributions.