

Director of Development



Position Summary

The Director of Development leads and manages a fundraising strategy that achieves annual revenue goals and drives significant year-over-year growth.

Primary Responsibilities and Accountabilities

1. Lead development/fundraising strategy

- Build and execute a comprehensive development plan that integrates major gifts, mid-level gifts, annual fund, campaigns, grants, and events.
- Create an operating rhythm for fundraising that produces measurable progress, not just activity.
- Partner across the organization to align donor messaging with program outcomes and impact reporting.
- Responsible for applying and reporting to grant-making organizations and foundations.

2. Grow key donor constituencies

Drive growth and momentum across these segments, with clear strategies and measurable outcomes:

- Transformational gift donors
- Major/Mid/Low gift donors
- New donors
- Planned/legacy donors
- Grant-making organizations and foundations

3. Build a scalable development engine

- Design and strengthen the systems required for future growth, including segmentation, donor journeys, moves management, and relational stewardship.
- Lead and develop a development team that can support PLI's scaling needs.

4. Execute special funding initiatives and events

- Lead our 3 year generosity campaign (currently underway).
- Plan and execute donor gatherings that result in relationships and increased giving.

5. CRM ownership and donor data

- Own and improve an up-to-date CRM to maximize engagement and reporting.
- Establish CRM-driven accountability through dashboards, reporting, forecasting, and data integrity standards.

6. Serve on the Core Leadership Team

- Provide strategic and managerial input to the Global Executive Director and members of the leadership team.
- Provide leadership as required and gifted across the organization.

Qualifications

Preferred qualifications include:

- 10+ years of fundraising experience including 5+ years across multiple fundraising functions (annual fund, planned giving, prospect work, etc.) and 5+ years in senior management or director-level leadership.
- Demonstrated success generating \$2 to \$3M in annual support, with the capability to scale beyond that.
- Strong alignment with PLI's mission and vision.
- High proficiency with technology and CRM systems
- Strong writing competencies (clear grammar, donor-ready communication)
- Ability to travel
- Ability to work independently with minimal immediate supervision
- Ability to handle confidential information with integrity
- Active member of a Bible-Based, Christian Church and agreement with PLI Statement of Faith.

Desired Traits

- Continuous improvement mindset
- Planning and organizing strength
- Demonstrated leadership ability
- Positive, ownership-driven attitude - A Go Getter
- Strong communication skills
- Teamwork and collaboration
- Adaptability and flexibility
- Humble, Hungry, Smart

Location

- **100% remote**
- Travel: 35 to 40% (donor visits, partner meetings, key events, and staff meetings)

Reporting and Accountability

Reports to: Global Executive Director

Direct reports: Major Gifts Officer & Campaign Manager

Benefits and Compensation

- Full Time, Salaried. Salary range is dependent on experience. Contracted optional.
- Benefits: Health, vision, dental, retirement, 403(b) match, PTO.

Applicants should email a Cover Letter, Resume, and desired Salary Range to Bryan Blackford, Director of Operations at bryan.blackford@plileadership.org