



August 2010

## **Development Director**

The American Foundation for Equal Rights, a non-profit organization leading the fight for marriage equality and equal rights for every American, is seeking applications for a senior development position based in Los Angeles. The Foundation is currently the strategic and sponsoring force behind the nationally-renowned federal court case against Proposition 8, *Perry v. Schwarzenegger*, which is currently being argued in the federal appeals courts by our legal team led by Theodore Olson and David Boies.

The Development Director will be responsible for the creation and implementation of a strategic development plan, and will identify, evaluate, cultivate and solicit individual, corporate, and foundation philanthropic commitments to support AFER's mission and goals. The Director will coordinate major gift cultivation events, activities, stewardship and meetings. This position will also direct fundraising communications, including the creation of effective fundraising correspondence and web-based solicitations, and writing and supervising production of the annual report. They will also lead grant writing operations, including conducting prospect research, cultivating foundation partners, developing proposals with staff, and writing and submitting proposals and reports. Finally, the Director will also lead fundraising evaluation, including establishing performance measures, monitoring results, and helping the Board of Directors evaluate the effectiveness of the organization's development program.

### Qualifications

- Proven ability to cultivate and manage new donor relationships, and identify strategic business opportunities;
- Proven leadership within the varied components of a diversified funding base;
- 5-10 years demonstrated development experience in a nonprofit organization or services industry setting;
- Proven track record of achieving revenue targets;
- Proven track record as a positive and energetic leader who builds and manages dynamic internal and external relationships;
- Ability to interact and work collaboratively with all levels of management, personnel, and voluntary boards, with experience in leading a cross-disciplinary team;
- Demonstrated ability to think strategically;
- Strong verbal communication skills and demonstrated ability to write clearly and persuasively;
- Demonstrated partnership-building and event planning skills;
- Experience managing contract and proposal deadlines;
- Knowledge of fundraising information sources, research techniques, data management and evaluation; and
- High energy, positive attitude, flexibility, high degree of initiative and attention to detail.

Please send your resume, cover letter and PDFs of relevant materials to [apply@equalrightsfoundation.org](mailto:apply@equalrightsfoundation.org). Learn more about AFER and its groundbreaking case for equality at: <http://www.equalrightsfoundation.org/>.

As an equal opportunity employer, we recruit individuals without regard to race, national origin, religion, gender (including gender identity), sexual orientation, disability, marital status, veteran status or age.