



October 2022

Free Speech For People to Hire Director of Development

Free Speech For People is at the center of rebuilding our democracy - a democracy that works for everyone, not just for the white and wealthy. We do this through innovative legal actions, public education, and organizing strategies that advance the vision that “we the people” means all people. We’re interested in being successful, not safe. Join us if you want to be part of an effort to build a real democracy that is bold and effective.

Founded on the day of [the Supreme Court’s *Citizens United* ruling](#), Free Speech For People (FSFP) envisions a reinvigorated democracy in which all people have an equal voice and an equal vote. We advance democracy by: (1) challenging big money in politics; (2) pressing for new laws in support of political equality for all; (3) confronting corruption at the highest levels of our government; (4) holding insurrectionists accountable; and (5) working to protect the right to vote and our elections.

The Director of Development (Director) will be joining a dynamic team committed to FSFP’s mission. The successful candidate in this position will share that strong commitment and will have the opportunity to join the senior leadership team helping to shape the future of Free Speech For People.

The Director will be responsible for the development for the organization, with an emphasis on enlisting new major donor supporters for our work. Reporting to the President and partnering with the Board Chairman, the Director’s primary roles are to help build and implement strategies that effectively fundraise for the mission of FSFP. Experience in leading the development of successful strategies to secure major gifts from individual donors and foundations is essential. The Director will help manage relationships with established donors and will develop and carry out strategies to engage prospective donors in the work of Free Speech For People. To achieve these goals, the Director will be a highly motivated individual possessing creativity, initiative, tenacity, resourcefulness, and integrity.

The Director reports to the President of Free Speech For People ([John Bonifaz](#)), based in Amherst, Massachusetts, and also works closely with the Director of Administration and Finance ([Oske Buckley](#)), based in Austin, Texas. This is a full-time, fully remote position. This position requires 20% travel, assuming conditions related to the pandemic allow for that.

Responsibilities of the Director of Development

- Annual Campaigns (board, individual, and corporate) – Understanding past history and donor community, devise annual campaign strategy in order to grow giving and donor relationships over time. Work collaboratively to implement strategies, monitor effectiveness, and report results.

- Major Gifts – Develop and implement strategies to identify new major donors and to fully engage and retain donors with a connection to the organization’s rich history – activities to include analysis of past successes and creation of new approaches to working with specific groups of donors.
- Grants (foundations) – Working with the Director of Administration and Finance, research and build new foundation relationships in order to submit and report on grant applications and sponsorship requests.
- Events Management– In partnership with the President and the Board, plan, promote, support, and implement events designed to accomplish a variety of goals from strategic fundraising to awareness building to donor engagement.
- Actively contribute (in partnership with other senior leaders) to the development and implementation of organizational strategies and objectives.

Additional Qualifications & Skills

- A bachelor’s degree is required;
- At least eight years of professional experience in nonprofit fundraising is preferred;
- Donor-centered mindset;
- Demonstrated track record of securing major gifts from individual and foundation donors;
- Strong organizational, interpersonal, verbal communication, writing and presentation skills;
- Track record of setting and meeting fundraising goals;
- Demonstrated success in community building;
- Desire for responsibility and leadership in a fast paced, exciting, and timely campaign;
- Self-motivated and self-directed;
- Collaborative and proactive working style;
- Ability to work independently and with minimal oversight; and
- Flexibility, sense of humor, and commitment to social justice.

Salary Range and Benefits: \$90-110K, depending on experience. Free Speech For People provides a comprehensive benefits package, including 100% employer-funded health care benefits, generous paid leave, retirement benefits, and more.

To apply for the position, please send a resume and cover letter to Rosemary Hamington, Free Speech For People, at employment@freespeechforpeople.org. Interested applicants are encouraged to apply as soon as possible, as applications are reviewed on a rolling basis.

Free Speech For People is an affirmative action employer and recruits, employs, retains, and promotes persons in a manner that does not discriminate against any person because of race, color, ethnicity, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, veteran status, or physical or mental ability which is unrelated to job performance.