



N O N H U M A N R I G H T S P R O J E C T

Position: Director of Development

Location: Remote in U.S.

Our Mission

The Nonhuman Rights Project works to secure fundamental rights for nonhuman animals. Our groundbreaking work challenges an archaic, unjust legal status quo that views and treats all nonhuman animals as “things” with no rights. We work to achieve our mission in three ways:

- (1) Litigation (changing the legal status quo and catalyzing a global conversation about how nonhuman animals are viewed and treated under the law);
- (2) Legislation and Advocacy (building grassroots support at the local, national, and global levels and working to pass the first nonhuman rights laws in the US); and
- (3) Education (raising awareness of the need and basis for nonhuman rights and providing resources to empower others to join the fight).

Our Vision

We envision a world where respect for freedom and dignity runs so deep that we don't hesitate to extend it to nonhuman animals and where we make decisions at all levels based on justice, scientific evidence, and the interconnectedness of life on earth.

About Us

Steven M. Wise founded the Nonhuman Rights Project in 1995 because his decades of work as a lawyer and legal scholar led him to the core conviction that it is irrational and unjust to deny legal rights to nonhuman animals simply because they are not human. The rights of members of other species should be recognized according to the same principles of justice that govern human rights: liberty, equality, autonomy, dignity, and fairness.

Our work follows centuries-long global struggles against the denial of human rights based on race, ethnicity, gender, sexual orientation, disability, or other status. No one should be denied rights because of who they are - including nonhuman animals.

We are the only civil rights organization in the United States dedicated solely to securing fundamental rights for nonhuman animals.

Position Overview

The NhRP seeks a full-time Development Director to lead and implement comprehensive fundraising and development strategies to support our mission to secure rights for nonhuman animals. Reporting to the Chief Operating Officer, the ideal candidate has an established background cultivating many different types of nonprofit donors, coordinating a diverse portfolio of donation strategies, and working easily with board members, staff and volunteers.

Our ideal candidate will have a bachelor's degree and a minimum of five years of development experience, preferably in the animal advocacy and nonprofit fields. They will manage all individual, foundation, and corporate fundraising to meet annual goals (current operating budget \$1.5-\$2M). They will be passionate and self-motivated to grow a fundraising program as a one-member development team. They should also be familiar with CRM nonprofit software/databases and other fundraising technology to use in their daily job duties.

This is a full-time remote position. This position does not have any direct reports currently but that may change with growth.

Position Description:

Create and execute a comprehensive fundraising plan to generate financial resources for the organization's operations, programs and future growth

Develop annual fundraising goals, create tracking mechanisms to demonstrate progress, and meet annual goals

Oversee and coordinate fundraising activities, including campaigns, major gift fundraising, grant applications, corporate partnerships, special events

Cultivate and maintain positive relationships with donors, ensuring excellent donor stewardship and engagement

Develop and implement strategies to attract new donors and retain existing donors, focusing on building long-term relationships that result in annual giving.

Acknowledge and recognize donor contributions in a timely and meaningful manner, including personalized communications and recognition programs

Research and identify grant opportunities aligned with the organization's goals and programs; prepare and submit persuasive grant proposals; oversee the grant management process, ensuring compliance with grant requirements and reporting deadlines

Provide regular reports to the Chief Operating Officer, Executive Director and Board, presenting fundraising progress, outcomes, and recommendations for improvement

Collaborate with other staff to develop fundraising materials, marketing collateral, and outreach strategies that effectively communicate the organization's mission and impact

Work closely with Communications team to develop engaging digital content to support online fundraising efforts; work in coordination with the Senior Director of Communications and the Digital Coordinator on quarterly giving campaigns

Develop, maintain and update donor case statements and supporting materials

Skills and Experience Needed

- Bachelor's degree
- 5 years of development experience in a nonprofit setting, preferably in an advocacy or animal-focused organization
- Genuine passion for NhRP's mission with the ability to communicate this passion to others
- Demonstrated experience in fundraising, particularly in major and mid-level giving
- Experience drafting nonprofit proposals, grants, and reporting
- Excellent written and verbal communication skills
- Positive attitude, exceptional people skills, and comfort in fostering and contributing to a friendly, supportive, inclusive, and team-oriented environment
- Ability to travel quarterly for donor meetings and events

Salary

The salary range for this position is \$80,000-\$90,000, commensurate with the candidate's skill and experience. The NhRP also offers health insurance reimbursement, flexible paid time off, professional development stipends, and home office equipment subsidies.

How to Apply

Interested applicants should submit a resume, cover letter describing why you are a good candidate for this position, and three samples of work related to nonprofit fundraising. This material should be submitted to: jobs@nonhumanrights.org with "Development Director" in the subject line. Applications will be accepted on a rolling basis until a candidate is hired. Select candidates will be contacted and invited to participate in next steps in the selection process.

The Nonhuman Rights Project is an Equal Opportunity Employer and acts in accordance with applicable laws in all of our hiring and employment practices. NhRP considers applicants for all positions without regard to race, color, religion, creed, gender identity, national origin, age, ability, marital or parental status, sexual orientation, or any other protected factor under federal, state, or local law.