



NONHUMAN RIGHTS PROJECT

Director of Development US-Based Remote Position

About the Nonhuman Rights Project

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:

- Litigation (changing the legal status quo and catalyzing a global conversation about how nonhuman animals are viewed and treated under the law);
- Government Relations 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
- Education (raising awareness of the need and basis for nonhuman rights and providing resources to empower others to join the fight).

The NhRP’s litigation and legislation are the first of their kind in the world. Our persistence and bold approach are already changing the legal status quo and have catalyzed a global conversation about how our legal systems view and treat nonhuman animals. As a result of the NhRP’s unique mission and work, courts and legislatures are beginning to recognize the systemic problem of animals’ rightlessness, the suffering it has caused, and the ways it undermines the values and principles of justice - liberty, autonomy, equality, and fairness - on which our own human rights depend.

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 Development Director to lead and implement comprehensive fundraising and development strategies to support our mission to secure rights for nonhuman animals. Reporting to the Managing Director for Operations and working closely with the Executive Director, 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. This is a full-time remote position with one direct report (Development Manager).

Our ideal candidate will have a bachelor's degree and a minimum of five to seven 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 part of a two-person development team.

Position Description

Fundraising Strategy

- Create and execute a comprehensive annual fundraising plan to generate financial resources for the organization's operations, programs and future growth
- Within the fundraising plan, develop specific fundraising goals, create tracking mechanisms to demonstrate progress, drive data-informed adjustments to strategy as needed
- Design and coordinate strategies and tactics for growth and success across all areas of fundraising: campaigns, major gift fundraising, grant applications, corporate partnerships, special events
- Manage and empower the Development Manager in designing and fulfilling their goals
- Lead qualitative and quantitative evaluation of fundraising outcomes, resulting in informed, data-driven and donor-centric strategies
- Stay up-to-date on emerging trends and best practices in nonprofit fundraising, incorporating innovative approaches to enhance our development efforts

Donor Engagement

- Cultivate and maintain plans for positive long-term relationships with donors, ensuring continued and consistent donor stewardship and engagement
- Develop and implement strategies to attract new donors and increase giving from existing donors, focusing on building long-term relationships that result in annual giving

- Conduct research and prospecting to find individuals and foundations capable of major giving support; facilitate outreach
- Prepare background, briefings and other materials for donor meetings and events; staff Executive Director and other NhRP staff in meetings with donors and prospects
- With the Development Manager, organize quarterly donor newsletters and meetings to keep donors updated about the work their financial support has made possible

Development Operations

- Ensure acknowledgement of donor contributions in a timely and meaningful manner, including personalized communications from leadership and other recognition programs
- Ensure donor records, recent communications, donor preferences and other details are maintained and updated
- Work closely with Communications team to develop engaging digital content to support online fundraising efforts; collaborate on quarterly giving campaigns
- Prepare regular reports to the Managing Director, Executive Director and Board, presenting fundraising progress, outcomes, and recommendations for improvement
- Develop, maintain and update donor case for support and other donor engagement materials/marketing collateral
- Maintain a master development calendar that tracks upcoming deadlines, donor events, content needs, etc.
- Manage the Development Manager

Skills and Experience Needed

- Bachelor's degree
- 5-7 years of development experience in a leadership/management role in a nonprofit setting, preferably in an advocacy or animal-advocacy focused organization
- A strong track record of achieving tangible fundraising outcomes in a competitive field
- Genuine passion for NhRP's mission with the ability to communicate this passion to others
- Experience cultivating and securing major grants and/or high-net worth individual donors
- Experience drafting foundation proposals, grants, and reports
- Demonstrated track record developing and leading staff to achieve results
- Exceptional organizational skills with the capacity to multitask, manage competing priorities and work independently in a remote environment
- Experience developing, communicating, implementing and adapting a strategy in a constantly changing environment
- Proactive and solutions-oriented leader who is equally comfortable guiding strategy and

- pitching in directly when the team needs all hands
- Positive attitude, exceptional interpersonal skills, and comfort in fostering and contributing to an inclusive, and team-oriented environment
- Excellent written and verbal communication skills
- Proficiency with CRM/ donor management software
- Ability to travel quarterly for donor meetings and events

Compensation and Benefits

The salary range for this position is \$85,000-\$100,000 annualized, commensurate with the candidate's skill and experience.

The NhRP offers comprehensive health benefits delivered through an Individual Coverage HRA (ICHRA) which provides employer-funded tax-free reimbursements for the individual plan of your choice, flexible paid time off including all federal holidays, paid parental leave, 403b retirement plan with employer match, 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.

Additional Information

The Nonhuman Rights Project is an Equal Opportunity Employer and acts in accordance with applicable laws in all of our hiring and employment practices. The 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. This is a U.S. based position. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.