Job Title: Director of Development

Location: Remote - Eastern MA - Applicant should reside a reasonable commuting distance from Boston and available for in person meetings and events as required.
Reports to: Executive Director
Type: Full Time (FTE)
Salary Range: $110,000 - $120,000 based on experience
Department: Development

About Women's Money Matters

At Women's Money Matters, we believe that financial wellness is a fundamental human right. Our mission is to build the financial wellness, confidence, and security of women and girls living on low incomes through a proven model that combines instructional workshops with personal, one-to-one coaching. By investing in women and girls, we aim to break cycles of poverty and empower our participants to take control of their financial futures.

Position Summary

The Director of Development is a strategic, relationship-driven fundraising leader responsible for expanding the organization's philanthropic impact and strengthening a culture of philanthropy across the organization.

Working closely with the Executive Director, Board of Directors, Advisory Board, and colleagues across the organization, the Director will lead the organization's fundraising strategy and results while overseeing the systems and activities that support donor engagement and philanthropic growth.

This is a **strategic and hands-on leadership role**. The successful candidate will be equally comfortable developing a long-term fundraising strategy, personally cultivating and soliciting major donors, coaching staff, and driving near-term fundraising results.

Importantly, the organization has a capable and committed development team. The Director will provide the leadership, coaching, training, structure, and support that enable staff to grow professionally and do their best work.

Key Responsibilities

Fundraising Strategy & Leadership

- Partner with the Executive Director to develop and implement a comprehensive fundraising strategy aligned with organizational and programmatic priorities.

- Establish and lead annual fundraising goals and strategies, including annual giving, major gifts, foundation and corporate support, and capital and facility-related initiatives.
- Build and manage a strong pipeline of individual, foundation, and corporate prospects.
- Develop compelling opportunities for philanthropic investment in collaboration with colleagues across departments.
- Identify new opportunities to expand the donor base and increase philanthropic engagement.
- Monitor fundraising performance and use data and donor analytics to inform strategy, forecasting, and results.

Major Gifts & Donor Relationships

- Manage a personal portfolio of major donors and prospects, building authentic, long-term relationships and securing significant philanthropic commitments.
- Lead major gift strategy, from prospect identification and cultivation through solicitation and stewardship.
- Partner with the Executive Director, Board of Trustees, and other organizational leaders to cultivate and solicit significant gifts.
- Support Board members in identifying, engaging, cultivating, and soliciting donor prospects.
- Develop thoughtful stewardship strategies that deepen donor relationships and strengthen long-term loyalty.

Board & Organizational Engagement

- Collaborate closely with the **Board of Directors** to advance fundraising priorities and engage trustees as ambassadors and fundraising partners.
- Manage and engage the **Advisory Board** in support of fundraising and donor engagement.
- Collaborate across departments to identify compelling stories, outcomes, and opportunities that demonstrate the organization's impact and inspire philanthropy.

Team Leadership & Development

- Lead, coach, and support a talented development team, creating the structure and environment in which staff can thrive.
- Supervise and support the Development Manager through clear goals, regular coaching, feedback, training, and professional development.
- Bring a genuine enthusiasm for developing people and helping staff build their skills, confidence, and leadership capacity.
- Foster a collaborative, accountable, and positive development culture.
- Collaborate with and provide matrix leadership to the marketing team on fundraising communications, campaigns, donor messaging, and related initiatives.

Development Operations

- Oversee development operations, including donor database management, gift tracking, reporting, prospect management, and stewardship.
- Manage and optimize the organization's **Salesforce CRM** to support effective fundraising and donor engagement.
- Ensure accurate and timely donor acknowledgment and stewardship.
- Track key metrics including donor acquisition, retention, upgrades, pipeline activity, and revenue performance.

Qualifications

- 5–7+ years of progressively responsible nonprofit fundraising experience, with a demonstrated record of achieving revenue goals.
- Proven success cultivating and securing major gifts from individuals, foundations, and/or corporations.
- Experience managing a personal donor portfolio and building a strong fundraising pipeline.
- Experience developing and implementing a comprehensive fundraising strategy.
- Demonstrated experience managing, coaching, training, and developing staff.
- Strong relationship-building, communication, and solicitation skills.
- Experience working effectively with an Executive Director, governing board, advisory board, and organizational leadership.
- Experience with **Salesforce or a similar CRM system preferred**.
- Bachelor's degree required.
- Highly organized with strong planning, project management, and analytical skills.
- Entrepreneurial, collaborative, and results-oriented, with the ability to balance strategic thinking with hands-on execution.

The Ideal Candidate

The ideal candidate is an experienced fundraiser who combines **strategic vision with a genuine love of relationships and people**. They are energized by building donor relationships, making the case for philanthropy, and achieving ambitious fundraising goals—but are equally motivated by helping colleagues succeed.

They bring sound fundraising judgment, curiosity, initiative, and excellent follow-through. They are a confident major gift fundraiser and a thoughtful manager who knows that a strong development program is built not only on revenue, but on relationships, systems, teamwork, and a culture of philanthropy.

Why Join Us?

You'll be part of a lean, collaborative team at the heart of a growing organization. This is an opportunity to shape how we communicate with the public, our partners, and each other—while

ensuring our team has the administrative support it needs to function smoothly. You'll bring creativity, clarity, and structure to a team that values both autonomy and teamwork.

To apply, please click on the link to answer the qualifying questions and upload your cover letter and resume: https://womensmoneymatters.tfaforms.net/5167587