



DEMOCRACY NC

Organization: [Democracy North Carolina](#)

Position: Development Manager

Location: Morrisville, NC (Hybrid)

Hiring Range: \$66,000-\$70,000

Priority Deadline: July 31, 2026

Organization Overview

Democracy North Carolina (Democracy NC) works to strengthen democratic structures, build power in disenfranchised communities, and inspire confidence in a transformed political process that works for all. Through grassroots organizing, policy advocacy, research, and strategic communications, the nonpartisan organization aims to protect and advance voting access, ensure fair representation, and increase the participation of those historically underrepresented in the political process, especially people of color. For over 30 years, this 501(c)3 nonprofit (and its predecessor, Democracy South) has taken on powerful institutions and politicians, regardless of party, and promoted reforms that expand public involvement in civic life. Democracy NC works closely and in coalition with reform-minded local, state, and national partners to achieve the policy outcomes and grassroots participation necessary for a just and equitable democracy.

Position Overview

At Democracy North Carolina, organizing is at the heart of everything we do. We believe lasting change happens through relationships, leadership development, and collective action. The Development Manager applies those same principles to fundraising by serving as a **funder organizer** - building authentic relationships with supporters, connecting donors to the organization's mission, and creating opportunities for deeper engagement and investment.

The Development Manager cultivates communities of supporters who believe in a more inclusive democracy and want to play an active role in advancing that vision. Through relationship-building, storytelling, stewardship, and campaign leadership, the Development Manager helps supporters understand their impact and inspires them to invest in Democracy NC's work.

Working closely with the Development Director, this position leads several key donor engagement programs and fundraising initiatives while helping strengthen the organization's culture of philanthropy.

Responsibilities

Funder Organizing & Relationship Building (40%)

- Build and maintain meaningful relationships with Democracy NC supporters through one-on-one outreach, stewardship, events, and engagement opportunities.
- Develop pathways for donors to deepen their involvement and investment in Democracy NC's mission.
- Create opportunities for supporters to connect with staff, organizers, Democracy Summer participants, and community leaders.
- Support donor cultivation and stewardship efforts in partnership with the Development Director.
- Maintain regular contact with donors through personalized communications, meetings, and follow-up.

Donor Cohorts & Giving Communities (30%)

- Serve as the primary staff lead for several key donor engagement communities:
 - *Monthly Sustainers*
 - Grow and steward Democracy NC's recurring donor program.
 - Develop engagement opportunities that increase retention and long-term giving.
 - *Democracy Summer Friendterns & Alumni*
 - Serve as development lead for Democracy Summer fundraising efforts.
 - Coordinate and expand the annual Fund Our Friendterns campaign.
 - Cultivate relationships with program alumni, families, and supporters.
 - Manage the Democracy Summer Mini-Grant fundraising initiative.
 - *Mobilizers and Power Builders – Giving Society*
 - Develop communications, recognition opportunities, and engagement strategies to steward donors giving between \$250 and \$1,500 annually.
 - Create opportunities for members to connect with Democracy NC's work and each other.
 - *Progressive Business Partnerships*
 - Build relationships with mission-aligned businesses and community partners.

- Identify sponsorship, matching gifts, and event partnership opportunities.

Campaign Leadership & Donor Communications (20%)

- Lead implementation of fundraising campaigns, including digital appeals, direct mail, peer-to-peer fundraising, and special initiatives.
- Develop compelling donor-centered communications that highlight the impact of Democracy NC's work.
- Partner with Communications staff to create integrated fundraising campaigns.
- Track campaign performance and recommend strategies for growth and donor retention.

Development Operations & Stewardship (10%)

- Maintain donor records and engagement tracking within the organization's CRM.
- Generate reports to support fundraising planning and evaluation.
- Ensure timely gift acknowledgments and donor stewardship activities.
- Support donor event planning and follow-up.

Within the first year, the successful Development Manager will:

- Increase engagement and retention among Monthly Sustainers.
- Expand participation in the Fund Our Friendtern campaign.
- Strengthen relationships with Democracy Summer alumni and supporters.
- Grow and deepen participation in the Power Builders and Mobilizers giving communities.
- Develop new partnerships with progressive businesses and community leaders.
- Help create a donor experience that reflects Democracy NC's organizing values and commitment to relationship-centered work.

Qualifications

- Three or more years of experience in fundraising, organizing, community engagement, membership development, or related work.
- Demonstrated ability to build authentic relationships with diverse stakeholders.
- Experience planning and executing campaigns, events, or engagement initiatives.
- Strong written and verbal communication skills.
- Experience using a CRM or donor database. Specific experience with EveryAction/NGP VAN a plus.
- Deep commitment to participatory democracy and racial, social, and economic justice.

Benefits

- Medical, dental, and vision insurance with 100% employee premium coverage and 50% premium coverage for domestic partner/spouse and/or children
- Health Reimbursement Arrangement for out-of-pocket medical, dental, and vision expenses up to \$2,200 per household per year
- 30 days PTO, 9 paid holidays + 1-week office closure at the end of the year
- 403(b) retirement option with employer contribution and match
- Individual and team professional development opportunities
- Casual, flexible work environment with a commitment to employee wellbeing and work/life balance, currently operating as hybrid in-person/remote

How to Apply

Please send the following to jobs@democracync.org with the subject line “Development Manager:”

- Cover letter with an overview of your professional background and interest in the position
- Resume
- In your email, please share how you first learned about this position

Hiring Process

- Applications will be reviewed on a rolling basis with a priority deadline of **July 31, 2026.** The role will remain open until filled.
- Applicants whose skills and qualifications most closely match the needs of this role will be invited to participate in up to two panel interviews with Democracy NC staff.
- Job offers are contingent upon successful completion of reference and background checks. Only prior convictions that risk the safety of our staff or the security of the organization will be considered disqualifying.

Democracy North Carolina is a unionized workplace represented by the [Communication Workers of America](#). This position is eligible to participate in the union, and is covered by a collective bargaining agreement.

Democracy North Carolina is an equal opportunity employer committed to workplace equity through ongoing learning, discussion, investment in training, and continual recommitment to [our core values](#). Our organization considers applicants equally of race, color, creed, religion, sex, national origin, ability, marital status, age, gender, gender identity, sexual orientation, or prior record of arrest or conviction. We seek a workplace that reflects and embraces the full range of the nation and state’s diversity.