



Director of Development Position Announcement

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The Opportunity

The Director of Development is a key strategic role in the Raleigh Rescue Mission. The Director of Development is responsible for working in partnership with the Vice President of Development to develop and execute data-driven annual fund cultivation, solicitation, and stewardship strategies and activities that work to support a pipeline of major gift prospects for next-level giving. This role involves analyzing donor trends, optimizing stewardship efforts, managing a personal portfolio of donors, and implementing multi-channel campaigns to acquire, retain, and upgrade annual supporters. The Director of Development will blend high-level strategic planning with hands-on implementation to drive sustainable revenue growth.

The Organization

The Raleigh Rescue Mission is a 501(c)(3) non-profit organization committed to serving individuals experiencing homelessness in our community through the love of Christ. The Raleigh Rescue Mission views every role as a form of Christian ministry and considers each person a vital and valued member of the team. Therefore, it is crucial that all team members maintain a personal relationship with Jesus Christ and adhere to the Statement of Faith. By doing so, the entire team is expected to be humble, willing to learn new methods, and prepared to assist in any area of the organization, as needed.

Raleigh Rescue Mission has positively impacted the community for nearly 65 years by providing hope and assistance to the homeless. Over 750,000 men, women, and children have walked through its doors, found shelter within its walls, and experienced the love of Christ in action. From a simple prayer in the lobby to guiding individuals or families through the New Life Plan and ultimately into their own homes, Raleigh Rescue Mission transforms lives.

Core Responsibilities

- Utilize data to segment donor populations and design, implement, and optimize tailored donor journeys based on engagement level (e.g., recurring, new, long-time, DAF, and giving circle donors).
- Work closely with the VP of Development and the Content Creator to draft and coordinate high-quality appeals and donor communication
- Provide leadership and management of all donor acknowledgment and gratitude activities, including written, phone, and in-person stewardship, to ensure that all donors are appropriately acknowledged and thanked for their gifts.
- Manage a portfolio of mid-level donors to increase retention and upgrade giving levels.
- Develop and grow a tribute giving program (honor and memorial gifts) to drive donor engagement and increase revenue
- Work closely with the VP of Development to track and manage the BDI partnership
- Plan and organize RRM participation in DAF Day and Giving Tuesday
- Serve as the liaison and coordinator for peer-to-peer fundraisers, including the annual golf tournament, skeet shooting tournament, and Knightdale events.
- Lead the development and management of a Christmas honor card program to expand marketing reach, increase donor participation, and drive revenue growth.
- Partner with the VP of Development to develop and manage the annual development calendar, ensuring alignment and timely execution of all deadlines.
- Provide support for special events, including the annual Evening of Gratitude, to ensure successful planning and execution.
- Partners with content creators and development assistants to ensure donor receipts and thank-you letters are updated with fresh, timely content.

Qualifications

- Minimum 4-year college degree required.
- 2-3 years of experience in non-profit fundraising, with a focus on annual giving, data analytics, and donor relationship management preferred.
- Demonstrated success in creating and implementing fundraising strategies that utilize contemporary digital tools and platforms.
- Exceptional written and verbal communication skills with curiosity and love for people from diverse constituencies.
- Proactive, self-motivated, and detail-oriented professional with the ability to independently manage competing priorities.
- Proficient with Microsoft Office.
- Valid NC driver's

Additional Preferred Qualifications

- A growth-oriented individual with the skills and drive to grow major gifts.
- Experience supporting board activities related to the development function.
- Demonstrated success in securing major gifts, including cultivation through solicitation and stewardship, and experience in annual giving strategies.
- A thoughtful and innovative leader skilled in integrating modern advancement-related functions, such as relationship-driven fundraising strategies.
- Respectful and insightful consensus-building.
- Demonstrated ability to extract, analyze, and present data to support quality decision-making.

Physical Requirements, Work Conditions, and Other Requirements

- A typical day may require sitting, standing, walking, and using a laptop, sometimes for extended periods.
- Ability to maneuver around furniture/closets and kneel, squat, stoop, or bend at the waist.
- The environment may have a high noise level.
- Ability to accommodate early-morning or after-hours meetings due to collaboration across various staff and donor schedules.
- Pass a background check.
- Ability to pass a drug test, we work in an alcohol and drug-free environment.

Schedule and Location

- Full-time, salaried position expected 40 hours per week.
- Hours are 8:30 am - 5:00 pm, Monday – Friday.
- Raleigh Rescue Mission is in downtown Raleigh at 314 E. Hargett Street. The development office will relocate to Knightdale once the new campus is complete later in 2026.
- ADA-compliant office setting.
- Regular local travel is required; one must have a clean driving record and the ability to drive personal and agency vehicles for work-related activities.
- In-person position, with the potential to be hybrid.

Compensation

Raleigh Rescue Mission is committed to attracting an extraordinary leader for this position through a compensation package that includes a competitive salary in the range of \$115,000 - \$125,000 and a generous employee benefits package that includes health benefits, paid time off, paid holidays, and a 401(k)-retirement plan. Raleigh Rescue Mission offers a hybrid work environment, providing employees with an improved work-life balance.

Click [HERE](#) to apply. The priority deadline to apply is May 18th. Applications will be reviewed on a rolling basis.

Raleigh Rescue Mission

314 E. Hargett Street

Raleigh, NC 27601

<https://www.raleighrescue.org/>