



Director of Development Position Announcement

February 4, 2026

To apply, please click [HERE](#).

Salary: \$130,000 - \$135,000

**Applications requested by March 4, 2026
or until the position is filled.**

The Opportunity

The Food Bank of Central & Eastern North Carolina, now entering its 45th year, is seeking a Director of Development (DoD). Reporting to the VP of Development, the Director is a mission-driven leader responsible for building and leading a high-performing major gifts team at the Food Bank of Central & Eastern North Carolina. The Director will supervise four frontline Development Officers and manage a personal portfolio of donors giving \$25,000+ annually.

The Director of Development is both strategic and donor-facing, focusing on driving revenue growth, deepening donor relationships, and cultivating a results-oriented culture grounded in collaboration, accountability, and impact. The Director will play a critical role in shaping and executing the Food Bank's fundraising strategy as we strive to be a national leader within the Feeding America network.

The Organization

The Food Bank of Central & Eastern North Carolina is among the largest hunger relief networks in the United States. Each day, we work to provide food to people in need while advancing long-term solutions to end hunger in our communities. For 45 years, we have served as the central hub of a hunger relief network that has grown to 700+ partner agencies across a 34-county region, including no-cost food markets, pantries, meal sites, and a host of initiatives serving children, adults, and seniors.

At the Food Bank, we envision a future where no one goes hungry. As a member of Feeding America and in collaboration with Feeding the Carolinas, we are working systemically to achieve this vision to nourish people facing hunger with healthy, culturally familiar, and versatile foods. We build and support solutions that address hunger at its roots through outreach, advocacy, and organizing for long-term change because no one should go hungry, no matter where we live, where we are from, who we love, or the color of our skin.

For more information, visit <https://foodbankcenc.org>.

The Location

The City of Raleigh is the capital of North Carolina, home to several colleges and universities, as well as abundant arts, culture, and recreational opportunities. Fueled by an impressive mix of education, ingenuity, and collaboration, Raleigh and the surrounding "Research Triangle" region routinely rank among the nation's best places to live, work, and play. Home to more than 2 million people, the Triangle area, comprising of Raleigh, Durham, and Chapel Hill, has attracted hundreds of companies, making it the largest research park in the United States. Perfectly positioned

midway between the coast and the Appalachian Mountains, the Triangle offers residents a beautiful place to call home.

Core Responsibilities

The Director of Development will work with the VP of Development and the Development team to cultivate and implement a comprehensive development strategy to include individual, foundation, corporate, higher education, and other funding sources, with a focus on:

Team Leadership & Management (40%)

- Lead, coach, and support a team of four Development Officers focused on major gift fundraising (\$5,000+).
- Set and track ambitious revenue and engagement goals for each team member and for the overall major gifts program.
- Facilitate portfolio reviews, prospect strategy discussions, and regular performance check-ins.
- Foster a culture of high expectations for the development team using measurable goals and accountability.
- Promote a culture of continuous learning and improvement by utilizing data, feedback, and best practices to strengthen fundraising skills.
- Implement a donor-centered approach that prioritizes strong stewardship, meaningful engagement, and long-term relationship building.
- Guide and support Development Officers in their work by leveraging relationships in our branch areas to expand community connections and philanthropic support.
- Assist the Vice President of Development with budget projections, revenue forecasting, and tracking progress toward financial goals.

Major Gift Fundraising (40%)

- Manage a personal portfolio of around 50 individual donors and prospects with the capacity to give \$25,000+.
- Develop and implement tailored strategies to cultivate, solicit, and steward major donors.
- Accountable that all activity is documented in RENXT.
- Develop a comprehensive calendar, including donor cultivation and stewardship events and solicitation mailings.
- Conduct high-quality donor visits and engagements, collaborating with board members and senior leaders where appropriate.
- Prepare compelling proposals and donor communications aligned with organizational priorities.

Strategic Planning & Collaboration (20%)

- Contribute to the development and execution of the annual fundraising plan, campaign strategy, and revenue projections.
- Work closely with the VP of Development, Corporate and Foundation Giving, Annual Fund, and Philanthropy Operations teams to strengthen pipeline development, data tracking, and reporting.
- Collaborate across departments to connect donors with volunteerism, events, storytelling, and mission impact.
- Represent the Food Bank with professionalism, enthusiasm, and commitment to excellence.
- Attend the Quarterly Food Bank Leadership Meeting and participate in sessions and discussions on strategic planning, leadership development, organization performance, etc.

Required Attributes, Skills, and Qualifications

The Director of Development must share a passion for storytelling the mission of the Food Bank of Central and Eastern NC and for fostering a culture that is empowering, responsible, intentional, collaborative, and curious. In addition, they should possess a variety of attributes, including the following:

Key Success Metrics

- Team and individual fundraising goals met or exceeded. Current goal is \$7 million, with a projected target of \$12 million+ over the next 3 years.
- Growth in the number and size of major gifts (\$10,000+)
- Donor retention and upgrade rates across portfolios
- Number of meaningful engagements and solicitations
- Evidence of leadership and collaboration across the organization

Cultural Attributes of Success

- High integrity and a deep belief in the Food Bank's mission
- Strategic and analytical mindset with a hands-on, collaborative leadership style
- Entrepreneurial, self-directed, and adaptable in a fast-paced environment
- Team player who values transparency, curiosity, and continuous improvement
- Enthusiastic about establishing a national standard of excellence in food bank fundraising

Qualifications

- Bachelor's degree in a related field or equivalent experience required
- Minimum 10 years of progressive fundraising experience, including 3+ years in major gifts and 2+ years of team management
- Proven track record of closing five- and six-figure gifts and managing high-value portfolios
- Strong interpersonal skills
- Excellent written and verbal communication skills with the ability to present effectively internally and externally
- Experience using CRM systems (Raiser's Edge NXT preferred) to extract, analyze and present data to inform metrics and decision-making
- Excellent time management, attention to detail, and strategic thinking with the ability to prioritize tasks and manage multiple projects
- Passion for the mission of the Food Bank and commitment to diversity, equity, and inclusion
- Ability to lead with humility and respect, inspiring positivity and cohesiveness among the team
- Experience leading in a performance-based, metrics-driven culture preferred

Work Environment and Physical Demands

- The position is salaried and is classified as exempt under the Fair Labor Standards Act (FLSA)
- Hours are Monday – Friday, 8:30 a.m. – 5:00 p.m. (Some evenings and weekends required)
- Relocation expenses are not available.
- Regular verbal communication, hearing, and the ability to operate standard office equipment are required.
- Frequently sits; occasionally stands, walks, reaches, and lifts/moves up to 10 pounds
- Candidates must have a clean driving record and reliable transportation for donor visits and external meetings
- Work is performed in a hybrid office and community setting, including warehouse environments

Compensation and Benefits

The Food Bank of Central & Eastern North Carolina is dedicated to recruiting an outstanding leader for this position by offering a compensation package that includes a competitive salary of \$130,000 - \$135,000, a comprehensive benefits package including a 403b plan, health, dental, and vision benefits, paid holidays and paid time off, and a hybrid work setting of 3 days in the office and 2 days remote.

Equal Opportunity Employer

The Food Bank of Central & Eastern North Carolina is proud to be an equal opportunity employer. We do not discriminate based on race, color, religion, national origin, age, sex, pregnancy, marital status, disability, veteran status, sexual orientation, gender identity, or any other legally protected status. We are committed to a workplace that reflects the communities we serve and where everyone can thrive.

To Apply: Please submit a cover letter and resume [HERE](#). Applications will be accepted until the position is filled.

Questions: foodbankcencsearch@mossandross.com

Food Bank of Central and Eastern North Carolina
1924 Capital Boulevard
Raleigh, NC 27604
<https://foodbankcenc.org>