Director of Development Job Announcement

Reports to: Co-Executive Director
Location: Remote, with a preference of staff based in North Carolina
Salary: $89,500 - $98,000
Travel Requirement: This role requires travel inside and outside of North Carolina

About Siembra NC

Siembra NC is a basebuilding organization focused on building power by organizing Latinos and workers throughout the state of North Carolina. We organize across the state to take up campaigns that fight to stop wage theft, defend our rights, and recruit more of our *gente* to join bigger fights. Our North Star is to organize North Carolina into the best state for workers. In addition to our basebuilding and issue based fights, we also build campaigns that engage voters across the state and that build the story of the real majority of our state, everyday workers, like us.

Read more about our organization here:

- **NPR**: Fear Busters: how a North Carolina group is fighting misinformation in immigrant communities
- **Teen Vogue:** ICE Watch Programs Can Protect Immigrants in Your Neighborhood – Here's What to Know
- **WUNC**: Families of immigrants detained by ICE speak out as Republican immigration bills advance

About the Role

We are seeking an experienced and values-aligned Director of Development to lead the organization's fundraising strategy and implementation. The Director of Development will oversee all aspects of PAC, C4 and C3 fundraising programs, with a strong focus on institutional and major giving. They will build systems to strengthen the development pipeline and long-term revenue sustainability.

Responsibilities Include:

Fundraising Strategy and Planning

- Work closely with the Co-Director to develop and implement comprehensive fundraising plans, aligning them with organizational goals, and expanding new revenue streams
- Monitor and analyze revenue, develop projections to anticipate future income, and identify potential gaps or challenges
- Work in collaboration with our Finance Team to proactively recommend and implement strategies to ensure the continued financial stability of the organization

Grants & Institutional Funding

- Lead the writing and submissions of grant proposals and reports
- Identify and pursue new institutional funding opportunities aligned with the organizing strategy and organizational growth priorities
- Work closely with Co-Directors to manage relationships with funders from prospecting through stewardship and reporting
- Build a sustainable pipeline of recurring and multi-year institutional support

Individual Donor Organizing

- Implement strategies to form strong relationships with donors and keep them informed on how their financial contribution is being utilized
- Partner with the Co-Director to create and implement sustainer campaigns that recruit new individual donors

Systems and Operations

- Develop, update, and adjust systems for tracking grants
- Oversee systems for donor tracking and acknowledgements
- Produce regular fundraising dashboards and reports to present to the executive leadership and board of directors
- Work closely with the Finance Team to ensure compliance with grant agreements
- Work closely with the Communications Team to coordinate public fundraising talking points and materials
- Complete timesheets, expense reports, and other administrative tasks as necessary

Skills and Qualifications

- 6+ years of experience in non profit fundraising
- Excellent written and verbal communication skills, including the ability to write compelling donor communications, grant proposals, and marketing materials.
- Experience fundraising and working with multi-entity organizations preferred (c3, c4, and pac)
- Bilingual in English and Spanish strongly preferred
- A skilled manager and supervisor who models integrity, accountability, minimum of five years of experience in supervising
- Demonstrable success in organizing with donor networks and foundations. Proven ability to secure major gifts
- Someone who excels at visioning, goal setting, and has a successful track record of taking a concept from idea to implementation
- Experience with CRM systems and the ability to motivate teams to keep systems up-to-date
- Demonstrated commitment to Siembra's values and theory of change

Compensation and Benefits

Competitive salary range of $89,500 - $98,000 depending on experience, with benefits, including fully employer-paid health insurance for staff and 100% coverage for dependents, paid time off (PTO), remote office set up, monthly stipend of $100 for phone and internet, and mileage reimbursement for travel. This position is full-time and based in North Carolina.

How to Apply

Please submit your resume and cover letter to the Director of Development application form. Applications will be reviewed on a rolling basis but will be accepted no later than March 31, 2026.