Organization: Democracy North Carolina
Position: Development Director
Location: Morrisville, NC (Hybrid)
Hiring Range: $93,000-$100,000
Priority Deadline: November 8, 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, relational organizing is at the heart of how we build power. We believe the same principles that guide our organizing should also guide how we build and sustain our community of funders. Our Development Director takes a funder-organizer approach to leading the organization's comprehensive fundraising strategy: building relationships with individuals, foundations, and other funding partners who share our commitment to a more inclusive democracy. By connecting funders to Democracy NC's mission, people, programs, and impact, the Development Director plays a critical role in catalyzing the investments needed to sustain and grow our work.

The Development Director reports to Democracy NC's Executive Director and supervises a Development Manager. As a member of the organization's leadership team, the Development Director also works closely with other Department Directors, the Board of Directors, our coalition partners, and program and communications staff to build an organization-wide culture of funder organizing and philanthropy. This position is based out of our main office in

Morrisville, NC. We currently operate on a hybrid/flexible schedule, with the expectation to be present in the office at least 2 days per week.

Responsibilities

Development Strategy & Revenue Leadership

- Develop and implement an annual development plan with clear revenue goals, relationship-building priorities, fundraising strategies, and measures of success.
- Lead a diversified revenue strategy encompassing institutional funding, major gifts, grassroots giving, recurring giving, donor communities, campaigns, and opportunities for creative philanthropic investment.
- Monitor revenue and donor-engagement metrics and use data to identify opportunities for cultivation, retention, increased giving, and re-engagement.
- Partner with the Executive Director and Finance team on revenue projections, fundraising budgets, and organizational planning.
- Monitor trends and changes in the philanthropic landscape and adapt fundraising strategies to emerging opportunities and challenges.
- Ensure fundraising strategy remains closely connected to Democracy NC's organizing, communications, and programmatic priorities.

Institutional Funder Organizing

- Lead Democracy NC's institutional funder-organizing strategy, building and stewarding meaningful, long-term relationships with local, state, and national philanthropic partners.
- Build relationships with program officers and other philanthropic partners through regular communication, meetings, briefings, and opportunities to engage with Democracy NC's work.
- Understand funders' priorities and identify areas of alignment with Democracy NC's strategic and programmatic priorities.
- Lead the development of compelling grant proposals, reports, and other funder communications in collaboration with the Executive Director and program staff.
- Identify and cultivate new institutional funding opportunities that strengthen and diversify Democracy NC's revenue.
- Maintain a comprehensive grants calendar and ensure timely submission of proposals, reports, and other funder deliverables.

Donor Engagement & Relationship Building

- In close collaboration with the Development Manager, lead Democracy NC's individual funder-organizing strategy, cultivating authentic, long-term relationships with major donors, prospects, and other individual supporters, including those who give through donor-advised funds.
- Expand and diversify Democracy NC's major-donor pipeline through prospect identification, referrals, introductions, and relationship building.
- Create pathways for grassroots and mid-level supporters to deepen their engagement with Democracy NC and increase their philanthropic investment over time.
- Provide strategic direction for donor communities, recurring giving, campaigns, and other individual giving programs, including supporting the Development Manager in developing relationship-based strategies.
- Create meaningful opportunities for donors to engage with Democracy NC's staff, programs, and communities and understand the impact of their investment.
- Use donor data, giving history, and engagement metrics to inform cultivation, stewardship, retention, and re-engagement strategies.

Organizational Leadership

- Serve as Democracy NC's senior staff leader for fundraising and funder engagement and as a member of the organization's leadership team.
- Help build an organization-wide understanding of funder organizing, connecting donor and funder relationship-building to Democracy NC's broader relational-organizing approach.
- Partner with program and organizing staff to identify meaningful opportunities to connect funders with Democracy NC's work.
- Engage and support the Board of Directors in donor cultivation, stewardship, introductions, and other relationship-building opportunities.
- Staff and support the Board's Development Committee.
- Supervise, coach, and support the Development Manager, establishing clear priorities and opportunities for professional growth.

Qualifications

- Minimum of seven years of progressively responsible experience in nonprofit development, fundraising, organizing, or related work, including experience leading fundraising strategy.
- Demonstrated success building and sustaining relationships with individual donors and institutional funders.

- Experience cultivating, soliciting, and stewarding significant philanthropic gifts.
- Demonstrated success securing foundation funding through relationship development, proposal development, grant writing, reporting, and stewardship.
- Experience developing and implementing comprehensive fundraising strategies and working toward organizational revenue goals.
- Experience supervising and developing staff.
- Experience collaborating effectively with executive leadership, program and communications staff, boards, and other organizational stakeholders.
- Deep commitment to participatory democracy and racial, social, and economic justice.

Skills and Attributes

- A relational approach to fundraising and a genuine interest in understanding what motivates people to invest in social change.
- Exceptional relationship-building skills and the ability to establish trust with donors, institutional funders, staff, Board members, and community partners.
- Ability to move relationships toward action, translating interest and connection into meaningful philanthropic investment.
- Excellent written and verbal communication skills, including the ability to translate complex programmatic and policy work into compelling cases and proposals for support.
- Strong strategic judgment and the ability to balance long-term relationship building with immediate revenue needs.
- Ability to coach and support others in building relationships with donors and funders.
- Strong organizational and project-management skills and the ability to manage multiple relationships, deadlines, campaigns, and priorities.
- Comfort using data and fundraising systems to inform strategy, track relationships, and measure progress. Experience with EveryAction database is a plus.

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 Director:"

- 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 **November 8, 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 interviews with Democracy NC staff in November.
- Our anticipated start date for the role is January 4, 2027.
- 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. As a management position, the role of Development Director is not union-eligible and therefore not subject to the terms of 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.