



Position Title: Senior Director, Development

Supervisor: Chief Executive Officer

Status: Full-time

Location: Atlanta, GA

Salary Range: \$100,000 - \$120,000 / year

HOPE *worldwide* is an international charity that changes lives through the compassion and commitment of dedicated staff and volunteers to deliver sustainable, high-impact, community-based services to the materially poor and needy. Today HOPE *worldwide* serves nearly one million people. After 30 years, HOPE *worldwide* continues to be an organization dedicated to serving, teaching, healing, and loving communities made vulnerable due to poverty, disease, or disasters. Together we can inspire greater hope in our world. To learn more about HOPE *worldwide* visit hopewww.org. Connect on [Facebook](#), [Instagram](#), [YouTube](#), [LinkedIn](#), [Twitter](#), and [TikTok](#) for the most current news on programs around the world.

JOB OVERVIEW

The **Senior Director of Development** is the strategic leader for fundraising and brand visibility. This role sets and executes a comprehensive development strategy; partners with the CEO, CFO, and Board of Directors on major initiatives; manages a major gifts portfolio (\$10,000+); drives corporate/foundation strategy; leads strategy for stewardship, qualification, cultivation, and solicitation of major donors; oversees development analytics; and oversees the communications/marketing function (direct mail, email, social, collateral) to support revenue growth and donor engagement.

RESPONSIBILITIES

Strategy & Leadership

- Provide direction and coordination for all fundraising activity across programs and departments; translate organizational goals into annual development and communications plans with KPIs and dashboards.
- Actively partner with senior leadership (CEO, CFO) and Board members to design and implement comprehensive strategies (individual, corporate, foundation, government grants, planned giving).
- Lead, mentor, and develop the development and communications/marketing teams; set clear goals, coach performance, and build an inclusive, accountable culture.

Major & Institutional Giving

- Hold a personal portfolio of **\$10,000+ major donors** including qualification, cultivation, solicitation, and stewardship of these donors; drive acquisition, renewal, and upgrades.

- Identify, prepare, and submit proposals for **corporate** grants and strategic foundation opportunities; maintain a long-term relationship-management approach; oversee timely, compliant reporting.
- Plan, implement, and evaluate the **planned/estate giving** program.

Communications & Brand

- Oversee the creation and editing of **direct mail, email appeals, social content, and campaign landing pages**; ensure message alignment, brand consistency, and compelling storytelling tie to impact.
- Partner with the Communications/Marketing staff to implement an integrated **communications and marketing plan** that supports fundraising goals

Finance & Measurement

- Collaborate with the CFO to align revenue forecasts and budgets; monitor all donor data and **present statistical analysis** to leadership and the Board of Directors.
- Monitor/report on team progress via agreed-upon metrics (pipeline health, appeal performance, donor retention/upgrade rates, grant win rate).

QUALIFICATIONS & REQUIREMENTS

- Must be recognized by HOPE *worldwide*, Ltd. as being a spiritually fit Christian, holding to HOPE *worldwide*, Ltd.'s fundamental Christian principles.
- Bachelor's degree required with a preferred emphasis in fundraising, marketing, public relations or business.
- Master's degree and/or CFRE preferred.
- 8–12+ years of progressive experience in nonprofit development, including securing 5- and 6-figure gifts, supervising staff, and managing cross-functional initiatives. Demonstrated expertise in strategy, portfolio management, corporate/foundation relations, and donor-centric communications.
- Strong interpersonal, written, and verbal communication skills with executive presence and ability to influence senior stakeholders.
- Proficiency in CRM systems (e.g., DonorPerfect), MS Office, and data-driven decision-making.
- Knowledge of fundraising best practices, including annual giving, major gift cultivation, and grant writing/reporting.
- Knowledge of communications planning, social media, and public relations.
- Experience with budget development, administration, and staff management.

PERFORMANCE EXPECTATIONS

- Achieve annual revenue goals and demonstrate growth in major gift pipeline and donor upgrades.
- Maintain high grant win rate and ensure timely, accurate reporting.
- Deliver strong communications outcomes (e.g., response rates, conversion, average gift, cost to raise a dollar).
- Foster team engagement and ensure performance against established milestones.

BENEFITS

As part of our commitment to our employees' well-being and success, we offer a range of benefits designed to support our staff:

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| • Health, Dental, and Vision Coverage | • Vacation and Sick Time Off |
| • Group Term Life and AD&D Insurance | • Up to five days paid time off per year to volunteer for HOPEww programs. |
| • Employee Assistance Program (EAP) | • Hybrid work schedule – four days in the office and one day from home. |
| • 403(b) Contribution and Match | |
| • 10 Paid Holidays | |

HOW TO APPLY

To apply for this position, please complete the job application form available at the link provided. Please attach your resume and cover letter to your application. An application **MUST** be submitted to be considered for this position.