



Job Announcement

Director of Global Fundraising

Location:	This is a remote and global position that can be performed from anywhere in the world! <i>(If you're located in North America, this position can be performed at our Washington DC, Brooklyn, or Oakland offices, in Canada or remotely in the following states: CA, GA, MD, MA, ME, CO, MT, NY, NC, PA, SC, UT, VT, VA, WA, WI.)</i>
Reports to:	Head of the Public Engagement Department
Direct Reports:	Manages a team of five.
Compensation:	This position is at 350.org's Salary Grade 13, which translates to: \$125k USD/£86,000/911,400 ZAR (Comparable figures will apply if the successful candidate is based elsewhere in the world – please email recruiter for more information)

About 350.org

[350.org](https://www.350.org) is building a global grassroots movement to solve the climate crisis. Our online campaigns, grassroots organizing, and mass public actions are led from the bottom up by thousands of volunteer organizers in over 188 countries. 350.org works hard to organize in a new way—everywhere at once, using online tools to facilitate strategic offline action. We want to be a laboratory for the best ways to strengthen the climate movement and catalyze transformation around the world. [The values that guide and drive our work are listed here.](#)

About the Director of Global Fundraising

The Director of Global Fundraising is responsible for developing and implementing a multi-year global fundraising strategy to diversify and grow revenue streams in support of our organisational strategy and priorities and in alignment with our culture, mission, and values. The Director of Global Fundraising manages the Fundraising team and provides leadership to all staff, fostering a culture of collaboration, diversity, equity, and inclusion.

Duties and Responsibilities:

Leadership & Management

- Inspire, support, and manage a team of high-performing fundraising professionals to ensure that the \$20 million organisation budget is raised to support our mission-based work.
- Working closely with the Executive Director and Department Head of Public Engagement, develop and implement a multi-year global fundraising strategy to diversify and grow income streams supporting 350.org's mission and its long-term goals, fiscal health, and organisation-wide priorities. This includes developing and implementing a strategy for our sister organisation, 350 Action, that focuses on lobbying and political campaigns.
- Communicate the mission and vision of 350 in alignment with the organisation's brand and communication strategy to cultivate and solicit funding from a multitude of donor sources.
- Identify and deploy creative and innovative fundraising plans, tools and techniques that remain true to 350's ideals and identity.
- Develop and nurture relationships with existing and potential donors and secure contributions from a broad variety of sources.
- Implement and oversee the management of appropriate systems to improve fundraising functions, including but not limited to donor management, forecasting, prospect and donor research, market trend analysis, and other stewardship efforts.
- Establish a regional fundraising framework and collaborate with and support Regional Team Leads in their fundraising efforts within that framework.
- Establish performance measures, monitor, and report on results, and support the Department Head of Public Engagement to evaluate the effectiveness of the organisation's fundraising program.
- Manage a portfolio of high-level donors and prospects.
- Collaborate with the Global Finance Director to develop revenue projections, and monitor and report on progress on a monthly basis.
- Assess fundraising risks, opportunities and trends and provide regular updates to the Board, Executive Team and staff
- Manage fundraising team budget.
- Collaborate with the Online Fundraising Manager to support strategies that will increase online fundraising and support from small donors.
- Engage with other Team Leads and staff to foster a culture of collaboration, diversity, equity and inclusion across the whole organisation.

Public Engagement

- Understand 350.org's history, campaigns, and theory of change, and keep current with basic climate science and policy. When appropriate, represent 350.org's perspective in public venues based on geographic location and areas of expertise.
- Contribute work towards 350.org's overall mission that is outside of standard responsibilities and instead relies solely on geographic location or work capacity.

Required Qualifications

- Believes in the importance of 350's mission and values, has passion for the cause of building a powerful movement to fight climate change and create a more just world.
- Minimum of 10 years of experience in increasingly responsible positions in fundraising and non-profit management.
- A minimum of five years of senior level management experience, leading comprehensive fundraising programs internationally.

- Demonstrated success in raising significant gifts (\$100,000+) from individual donors and institutions, including from US and international sources; additional experience of raising money for non-tax-exempt charities beneficial.
- Demonstrated leadership skills and ability to inspire and motivate others toward stated goals.
- A deep understanding of diversity, equity, and inclusion and the ability to work effectively with people from diverse racial, ethnic, class, age, gender, and sexual orientation backgrounds.
- Proven track record in diversifying donor base.
- Superior written and oral communications, interpersonal and presentation skills.
- Entrepreneurial approach to building fundraising and fundraising programs.
- Highly sophisticated relationship building skills.
- Demonstrated mastery of a wide range of fundraising techniques.
- Ability to think strategically and creatively.
- Highest level of personal and professional integrity.
- Collaborative interpersonal style and high level of emotional intelligence.
- Demonstrates an awareness of, and sensitivity to, the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.
- Ability to demonstrate grace under pressure.
- Ability to accommodate travel.
- Certified Fundraising Executive certificate preferred.

Diversity statement

350.org is an equal opportunity employer. 350.org strives to be an inclusive and collaborative group of people who bring a variety of approaches to the work we do. We're committed to the principles of justice, and we try to build a safe workplace where everyone is treated fairly and enjoys working together. We value new perspectives, ideas of all sorts, and different ways of working. Diverse perspectives and experiences improve the way 350.org carries out our work – including what we decide to work on and how creatively/effectively we do that. We do our best to make staff positions accessible to all potential team members, regardless of race, national origin, ethnicity, age, disability, assigned gender, gender expression or identity, sexual orientation or identity, religion or creed, veteran status, marital or parental status, and genetic information. We also strive to include team members in communities most impacted by climate change or impacted by other kinds of environmental, social, and economic injustice.

To apply for this role

Please send a letter of application stating the skills and approach that you would bring to the post with your CV/resume (no photos) in strict confidence by email only to Zoe Oldham at zoeoldham@darylupsall.com. Please ensure that they are sent as Word documents with the titles "your name cover letter" and "your name CV" Please put "350.org – Director of Global Fundraising" in the email subject line. Also please let us know where you saw the post advertised.

The deadline for applications is Sunday the 2nd May 2021

Daryl Upsall International actively promotes equality, diversity, and inclusion. In recruiting candidates, we seek candidates with the proven skills required, irrespective of race, gender, religion or belief, age, disability, or sexual orientation.