



Asylum Access Seeks Development Director March 2016

Global refugee rights leader [Asylum Access](#) seeks an experienced fund development professional to join its senior leadership team. Together with other top leadership, the Development Director will design and implement strategies to help Asylum Access transform the human rights landscape in Africa, Asia and Latin America so refugees can live safely, move freely, work, attend school, and rebuild their lives.

The leading global organization dedicated to making human rights a reality for refugees, Asylum Access achieves its mission through legislative and policy change, legal services and strategic litigation, and facilitation of refugee-led community engagement and advocacy. Our proven track record of global and national-level policy change, coupled with individualized legal assistance and community support, has directly impacted more than a million refugees worldwide. Asylum Access celebrated its ten-year anniversary in 2015, and currently maintains 15 offices across seven countries.

The Development Director will join a global team committed to cultivating a culture dedicated to resource-development. With the help of an external fundraising consultant, Asylum Access spent the last year building existing and new development systems and growing the capacity of Asylum Access's global leaders to act as ambassadors for the organization. Improved systems include the use of benchmarking methodology that helps identify progress to fundraising goal, a dynamic, real-time Salesforce forecasting system that tracks both cash in as well as movement along pipeline, and the use of strictly defined discounted percentages to ensure objective understanding of likelihood of giving.

With the support of a dedicated four-person fundraising team, the Development Director will manage Asylum Access's currently successful fundraising strategies and develop new, growth-focused fundraising strategies. The Development Director will report to the Executive Director, sit on the global leadership team, and collaborate closely with the Board of Directors to achieve these goals.

This position was created to support the organization's new 5-year strategic plan, to be approved by the Board of Directors this spring.

Key responsibilities for the Development Director include:

- **Set Goals and Manage Development Team to Fundraising Success:** The Development Director will set annual and special campaign fundraising goals in accordance with financial need and growth feasibility, work with ED to communicate these initiatives and their progress to the Board of Directors, and manage staff responsible for individual and institutional giving, ensuring that staff plan and execute outstanding, donor-centered cultivation, stewardship, and solicitation. Over the next five years, the Development Director will oversee anticipated growth in development and communications staffing to achieve strategic plan goals.
- **Cultivate and Steward Key Individual and Institutional Donors:** The Development Director will own a portfolio of critical donor relationships. Additionally, with the support of the development team, the

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Development Director will guide and support the rest of Asylum Access's staff and board to successfully execute cultivation and stewardship processes for all donor relationships.

- **Oversee Capital Campaign Feasibility Analysis and Follow-on Strategies:** Over the coming year, the Development Director will work closely with the ED and an outside consultant to determine the feasibility of running a capital campaign to support growth steps associated with the strategic plan. In collaboration with other leadership members, the Development Director will use the analysis to recommend a five-year resource development strategy and any corresponding adjustments to the strategic plan.
- **Grow Existing Culture of Resource Development Among Staff and Board:** The Development Director, with the backing of the ED, will support and enhance Asylum Access's existing organizational culture of commitment to, and enthusiasm for, resource development. Through training, mentoring, and other support, the Development Director will amplify the capacity of global leadership staff and the Board of Directors to serve as effective ambassadors for Asylum Access and to leverage personal networks to build meaningful relationships with supporters in pursuit of our shared mission.
- **Shape Communications Strategy in Collaboration with ED and Policy Director:** The Development Director will have an ongoing role in communications strategy, and in particular will be responsible for identifying development-related communications needs and communicating these to the staff or consultants we hire. There is a possibility for a larger communications role if the Development Director brings special skills and interests in this area.

Preferred Qualifications

- 6-8+ years of development experience
- Demonstrated track record of fundraising success
- Experience managing both institutional and individual giving
- Experience building a development pipeline, including bringing new prospects to an organization
- Experience with government grants
- Familiarity with international or multinational organizations
- Ability to clearly articulate the complexity of Asylum Access's model and approach to diverse audiences
- Comfort engaging with complex systemic challenges at a global level

Compensation: Starting compensation for this position ranges from \$80,000 - \$100,000, commensurate with experience. Benefits include health, dental and vision insurance coverage, generous paid time off, flexible schedule, and professional development opportunities.



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To Express Interest: Please send a cover letter and resume or CV to Asylum Access Executive Director Emily E. Arnold Fernandez at leadership@asylumaccess.org. No calls, please.



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