

**NEW POSITION ANNOUNCEMENT:  
DIRECTOR OF DEVELOPMENT**

*Application Deadline: Applications will be accepted until the position is filled.*

**About Communities United for Police Reform (CPR):** [Communities United for Police Reform \(CPR\)](#) is an unprecedented campaign to end discriminatory policing practices in New York, and to build a lasting movement that promotes public safety and reduces reliance on policing. CPR runs coalitions of over 200 local, statewide and national organizations and has won significant organizing, policy and litigation victories since being launched in 2012 – including the June 2020 repeal of New York state’s infamous police secrecy law (“50-a”).

**DIRECTOR OF DEVELOPMENT Position Summary:** This new position will lead CPR’s overall resource development and philanthropic advocacy work. The Director of Development will work closely with the Director, steering committee and others to build and implement a robust multi-tiered fundraising strategy to support the resource needs of CPR and CPR member organizations. This position will oversee creative strategies to engage individual and institutional donors, with a movement-building approach integrating all parts of CPR in our campaigns and resource development efforts. The ideal candidate is a seasoned fundraiser who has deep roots in racial and other justice movements, understands fundraising as part of community organizing and is passionate about CPR’s mission and goals.

**RESPONSIBILITIES** include:

- **Planning & oversight** - In collaboration with the Director and others, develop, implement and monitor comprehensive annual and multi-year development plans to project and raise annual budget goals and advance CPR’s campaign priorities. This includes oversight and management of systems and processes for effective identification, tracking, and engagement with donors and prospects, including prospecting, data management, acknowledgments, and ongoing communication with individual prospects, donors, institutional funders and other key partners.
- **Team coordination** - Coordinate and support CPR’s Director, Steering Committee members, resource development team, and others in fundraising efforts; recruit and supervise relevant staff, vendors, consultants, interns and volunteers.
- **Institutional fundraising** - Research, develop, submit, track and steward proposals for foundation prospects with a long-term relationship approach; ensure timely submission of reports; coordinate foundation site visits and ongoing communication with institutional prospects and donors.
- **Fundraising from individuals** - Develop and manage individual donor fundraising campaigns, including crowdfunding, direct mail, prospecting and other tactics to expand CPR’s base of individual donors and other revenue sources.
- **Events** - Oversee coordination and implementation of special events, including but not limited to, gala event, house parties and other related activities
- **Philanthropic advocacy** – Develop and implement strategies to broaden support for the ecosystem of groups needed to advance CPR’s overall goals, with particular focus on increased philanthropic support for grassroots community organizing.

**Other responsibilities**

- Represent CPR at external meetings and events, as requested, to advance priorities.
- Share infrastructure/administrative responsibilities with other staff, including assist in other campaign meetings/events, as requested.

**Qualifications and Skills of Ideal Candidate**

- **Passion for and knowledge of racial/other justice movements, police accountability issues, and demonstrated commitment to the vision and values of CPR.** Knowledge of key issues and relevant movement landscape, commitment and demonstrated experience working with diverse low-income communities of color directly affected by discriminatory and abusive policing, including youth, LGBT and gender nonconforming people, homeless people, immigrants, Muslim communities, women, and people with disabilities.
- **6-8+ years leading and managing multi-tiered successful fundraising campaigns and efforts,** including strong experience with individual and institutional fundraising; using digital and online communications tactics in successful fundraising campaigns; integrating fundraising with community organizing goals; and philanthropic advocacy.
- **Demonstrated success at raising \$1M+ annually** from a mix of individuals, events, appeals, and foundations, including success at cultivating, soliciting, and securing small gifts and larger gifts from \$50,000 - \$100,000+ levels
- **Excellent writing and research skills,** including ability and track record of writing well, quickly, and within deadlines.
- **Strong track record with budget development and monitoring.**
- **Strong interpersonal, management and facilitation skills,** including: experience coordinating teams; facilitating meetings towards action; demonstrated experience understanding and acting on complexities of group/coalition dynamics; at least 5 years' experience recruiting, retaining and supervising staff/volunteers.
- **Detail-oriented, results-driven, excellent time/project management skills:** creative, results and detail-oriented, and able to manage and prioritize multiple responsibilities within deadlines and in resource-limited environment.
- Proficient in various database programs, fundraising platforms, and social media platforms.

**Position Reports to:** Director

**Compensation and Schedule:** This is a full-time salaried position. Salary based on experience and qualifications. Generous benefits package, including full medical, dental, and vision, commuter benefits and paid time off. Most work will be during regular business hours, but schedule varies based on activities of the campaign, and will require working evenings and weekends, as needed.

**How to apply:** Applications will be accepted until position is filled. PNP Staffing Group is excited to have been chosen by Communities United for Police Reform to lead their search for a Director of Development. Please send a resume and cover letter to Wade Savitt, Executive Recruiter with PNP Staffing Group: [wsavitt@pnpstaffinggroup.com](mailto:wsavitt@pnpstaffinggroup.com).

No phone calls please. We appreciate all applicants. Please be advised that we can only respond to those we intend to interview. For more information about CPR, please visit our website at [www.changethenypd.org](http://www.changethenypd.org).

*Communities United for Police Reform (CPR) is an Equal Opportunity Employer and does not discriminate on the basis of race, creed, sexual orientation, gender identity, age, ethnicity, national origin, religion, or disability.*