

Associate Director, Fundraising & Development, People's Courage International

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Company: Charity Search Group

Location: Washington Highlands, Washington, D.C.

Category: other-general

Position Title: Associate Director/Director, Fundraising and Development

Reports to: Chief Executive Officer

Position: Full-Time

Location: USA - Remote

Salary: \$120,000 - \$140,000 annually

[About People's Courage International](#)

is a U.S based 501c(3) entity that supports key mission areas focused on fostering social change and empowerment on a global scale. Committed to upholding human rights and social justice, PCI engages in a variety of initiatives that address pressing issues such as and . The organization's work has impacted programs and grassroots efforts across Asia/Southeast Asia including India, Nepal, Sri Lanka, Bangladesh, Bhutan, Indonesia, Thailand, and the Philippines. PCI's emphasis on advocacy, education, and community building reflects unwavering dedication to creating a world where all individuals have the opportunity to lead a life of dignity and fulfillment.

The Role

The Associate Director/Director, Fundraising and Development (Director) will serve as a key member of PCI's leadership team and report directly to the CEO. The Director will play a pivotal role in shaping and executing PCI's fundraising and development strategy. The organization is seeking an accomplished and visionary professional with a track record of leading successful fundraising campaigns, engaging major donors, and fostering partnerships with corporations, foundations, government agencies, and other philanthropic institutions. This role is responsible for driving the organization's overall fundraising efforts to support its mission and long-term sustainability. For example, the Director will play a crucial role in spearheading the fundraising efforts for PCI's new programs centered on climate change. By leveraging their expertise to engage and inspire donors and teams, the Director will secure the financial support to help shape program success and address the urgent challenges climate change poses.

Impact Areas

Fundraising Strategy and Execution - 30%

Partner with the CEO to align fundraising strategies with overall organizational goals.

Develop and oversee fundraising campaigns to engage donors and accomplish a fundraising target of \$15M USD annually.

Achieve the fundraising goal through a balanced portfolio, securing 70% of funds from corporate and family foundations and 30% from high-net-worth individuals.

Implement data-driven decision-making processes to evaluate and optimize the effectiveness of fundraising efforts.

Establish and maintain key performance indicators (KPIs) to track progress and ensure alignment with organizational objectives.

Donor Engagement - 30%

Regularly engage with PCI's donor community in New York, Washington D.C., and San Francisco, fostering strong relationships and securing continued support.

Cultivate and maintain relationships with corporate and family foundations, ensuring PCI's alignment with their missions and priorities.

Coordinate with regional teams to plan and execute impactful field visits with donors, showcasing PCI's projects and impact on the ground.

Grant Proposal Development - 20%

Lead the development of compelling grant proposals and funding requests for PCI USA, engaging both US-based and international funders while collaborating with international teams and local partners.

Coordinate with staff and key stakeholders for input and review of grant proposals prior to submission.

Maintain adherence to funder requirements and guidelines in all grant proposals, ensuring compliance with each donor's specific expectations and standards.

Implement comprehensive reporting mechanisms, supporting timely and accurate submission of impact reports to foundations and corporate donors.

Team Management - 20%

Provide strategic leadership and supervision to an international team, fostering an effective and collaborative work culture to achieve shared fundraising goals.

Collaborate with the U.S.-based advisory board, leveraging their expertise and networks to enhance PCI's fundraising and development efforts.

Requirements

Skills, Knowledge, and Abilities

Bachelor's degree, and eight (8) to twelve (12) years' fundraising experience, including

success securing gifts from corporate and family foundations, and high net worth individuals.

Experience formulating and executing comprehensive fundraising and development strategies aligned with organizational objectives.

Highly skilled at building and sustaining meaningful relationships with donors, high-net-worth individuals, foundations, and advisory boards.

Proven ability to secure and manage grants—from both US-based and international sources—ensuring compliance with donor requirements and successful outcomes.

Financial acumen and success collaborating with a finance team to ensure accurate budgeting, grant reporting, and compliance with donor requirements.

Project management skills and ability to lead multiple fundraising campaigns and initiatives simultaneously.

Strong communication skills and ability to partner with senior leadership, fostering a collaborative and innovative work culture.

Demonstrated proficiency in managing globally distributed teams, understanding cultural nuances, fostering collaboration and ensuring effective coordination across diverse international locations

Experience working with international teams, understanding cultural nuances, and effectively coordinating fundraising efforts across different regions.

Willingness and ability to travel and engage with donors in San Francisco, New York, and Washington D.C., including monthly in-person meetings, and occasional international travel.

Commitment to and passion for advancing the mission and goals of People's Courage International, demonstrated by a talent for articulating PCI's mission, impact, and funding needs to diverse stakeholders.

Benefits

This is a full-time exempt salaried position. The salary range is \$120,000 - \$140,000, commensurate with experience.

How to Apply

People's Courage International has retained the services of Charity Search Group to coordinate the search for this position. To apply, please complete this online application. If you have questions or need accommodations, please contact Pascale Hughes at or visit .

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