



Job Announcement
Development Director
American Civil Liberties of Hawai'i
Honolulu, HI

Be Part of a Pivotal Moment in History

The American Civil Liberties Union of Hawaii's next Development Director will be a nonprofit professional who is looking for a meaningful opportunity in a proven and vibrant organization that makes profound differences in the lives of people all across our state. We take pride in our reputation of over 50 years of fighting the hard fight for people whose civil rights are challenged. And now—with never-before-imagined threats to civil liberties at the national level, the increased need to develop good policy at the local level, the still-evolving impacts of the COVID crisis on civil rights, and the 400-years overdue increased awareness of the impacts of systemic racism on every element of our society—it is the ideal time to join us and make a meaningful, positive long-term impact on the future of Hawai'i and the United States!

The right candidate will provide visionary, strategic leadership to build relationships with donors with the goal of generating transformational gifts to support the ACLU of Hawaii's current and future strategic goals. The Development Director will develop and oversee the program to raise funds for the ACLU in Hawai'i, including identifying prospects that have both capacity and demonstrated interest in investing in the ACLU to generate longstanding, tangible victories. Supervised by the Deputy Executive Director and working closely with the Executive Director, Board of Directors, and National ACLU staff, the Development Director is responsible for planning, supervising and executing the ACLU of Hawaii's major gifts program (focusing on donors giving at 10k+ levels), administering the grants program, and developing complementary fundraising and donor cultivation plans for each donor or prospect.

This position is based in Honolulu.

What you'll do

Lead the ACLU's Major Gifts Program:

- Lead the overall creation and execution of the Development strategy for increasing revenue, meeting annual operating and revenue goals, and growing the affiliate's donor and membership base.
- Grow the affiliate's major gifts program via moves management strategies with existing donors, as well as identification, cultivation, and solicitation of new major gift prospects.
- Develop, lead, and evaluate a comprehensive annual work plan with an emphasis on major gifts in the five, six, and seven figure range.

- Manage donor relations and stewardship programs for affiliate portfolio.
- Staff the development responsibilities of the Executive Director.
- Maintain a personal major gifts portfolio of 60-70 top prospects.
- Oversee grant opportunities including research, proposal writing, and management of reporting requirements
- Work with the National ACLU's Planned Giving team to develop, promote and implement planned giving strategies.

Relationship Management

- Develop and implement a donor relations strategy to deepen the affiliate/donor relationship
- Oversee the development and execution of all donor cultivation and stewardship events
- Work closely with Communications team to create and distribute print and digital communications as needed

External Relations and Administrative Work

- Provide administrative support related to development, including managing contact lists and databases, gift processing, and reporting.
- Manage departmental budget
- Manage donor database and records with a high level of discretion and confidentiality.
- Work with the Executive Team to strengthen the ACLU's Culture of Philanthropy.
- Work with board members regarding their roles in the ACLU's fundraising initiatives.
- Supervise development staff and/or independent contractors.

What you'll need

- Demonstrated experience and success in frontline fundraising with progressive responsibility and a proven track record of securing gifts in the five to seven-figure range, as well as multiyear and blended gifts.
- Experience working with high-net-worth individuals.
- Excellent decision-making and critical thinking skills. Proven ability to work independently to implement fundraising strategies and focus on the big picture while simultaneously executing the day-to-day details of a fundraising plan.
- Management experience, including the ability to motivate, lead, set objectives, goals, benchmarks, and foster an environment of creativity and professional growth.
- Demonstrated commitment to diversity that values all individuals and respects differences in race, ethnicity, age, gender identity and expression, sexual

orientation, religion, ability and socio-economic circumstance, and record of arrest or conviction.

- Excellent written and verbal communication skills. Demonstrated ability to navigate challenging conversations, tell a compelling story, and communicate complex themes and ideas in an understandable and approachable manner.
- Experience with CRM or donor-management systems; knowledge of Salesforce a plus.
- Ability and willingness to travel within the state of Hawai'i, and occasionally to the continental United States.
- An entrepreneurial spirit and ability to operate at a high level in a fast-moving environment. Ability to think creatively in order to overcome obstacles and challenges.
- Familiarity of Hawaii's philanthropic community preferred.
- In lieu of fundraising experience, candidates with success in a position focused on performance outcomes in relationship development and/or sales are encouraged to apply.

Compensation

- The annual salary for this position is \$100,000 and is based on the ACLU of Hawaii's pay equity structure. Excellent benefits include generous vacation and sick leave; individual/family employer-provided health insurance; life insurance and long-term disability; defined contribution plan with employer match; and 14 paid holidays. This position is full-time, salaried, and exempt under the Fair Labor Standards Act.

Our Development Director will bring a commitment to the mission and goals of the ACLU of Hawai'i ... along with a personal dedication to a professional team that will bring us into our next 50 years as Hawaii's guardian of liberty.

Are You Ready to Help Lead Us into the Future?

If you're excited about devoting your talents and skills to the ACLU of Hawai'i, please submit your resume, letter of interest, a **brief (2-4 page) writing sample, and where you learned of this opportunity, to DevelopmentDirector@acluhawaii.org. Please include your last name and "Development Director – Hawai'i" in the subject line of the email. No phone calls, please. To ensure that we receive your application, please do not use any other ACLU email address.**

We will accept applications until July 3, 2022 or until the position is filled, at which time the job announcement will be removed from our website. We hope that one of those applications is yours.

The ACLU of Hawai'i is a nonprofit, nonpartisan public interest organization, dedicated to defending and enhancing civil rights and civil liberties through litigation, legislative advocacy, organizing, and community education.

The ACLU of Hawai'i is an equal opportunity/affirmative action employer. We value a diverse workforce and an inclusive culture. It is our policy to employ qualified people without regard to: race; color; religion; sex; national origin; age; ancestry; disability; sexual orientation; veteran's status; marital status; civil union status; arrest or court record; citizenship; credit history; genetic information; gender identity or expression; status as a victim of domestic violence, sexual violence, or stalking; or any other characteristic protected under federal or state law.