



## DEVELOPMENT DIRECTOR JOB DESCRIPTION

Native Voices Rising (NVR), a fiscally sponsored project of Common Counsel Foundation and in partnership with Native Americans in Philanthropy, is a research, donor education, re-granting, and capacity-building collaborative. Native Voices Rising is designed to support organizing, advocacy and civic engagement in American Indian, Alaska Native, and Native Hawaiian communities.

Since its inception in 2013, Native Voices Rising has awarded over \$16 million general operating support grants to over 380 Native-led organizations. Eligible organizations are rooted in a Native community, led by Native people, hold a vision for change that improves the lives of Native community members, engage the community to take action together and/or seek to affect the policies and rules that govern the community.

Native Voices Rising serves as a mechanism to build broad-based philanthropic support for grassroots groups led by and for Native communities and to amplify Native voices elevating indigenous solutions to historic harms and society's most pressing issues. Learn more about our work in our [10-year Impact Report](#).

### THE ROLE

As part of our [movement towards self-determination](#), NVR is in the process of growing our team with several key leadership positions. The Development Director, a new position at NVR, will play a critical role in advancing NVR's mission by building and sustaining meaningful, trust-based relationships with donors and funding partners.

This role is about more than fundraising — it's about resource mobilization in service of Native sovereignty, self-determination, and community power. The Development Director will be a strategic connector who understands the flow of resources across a larger ecosystem of grantmaking, donor organizing, communications, and community relationships.

As a key member of the NVR team, the Development Director will also help shape and strengthen internal collaboration, contributing to the development of our collective internal ecosystem and shared leadership practices.

# KEY RESPONSIBILITIES

## Fund Development & Strategy

- Lead the design and implementation of NVR's fund development strategy, rooted in Native values, relationship-building, and community accountability.
- Cultivate and steward long-term, trust-based relationships with individual donors, institutional funders, and aligned philanthropic partners.
- Prospect and steward grant writing, submission, and reporting processes.
- Grow support for Native-led movements through major gifts, donor-advised funds, planned giving, and foundation partnerships.
- Collaborate with the NVR team to align development goals with grant-making priorities and community needs.
- Understand and engage across the resource arc, working closely with grantmaking, supportive assistance, and communications teams to ensure a coordinated approach.

## Relational & Values-Aligned Fundraising

- Bring existing relationships and deep networks in philanthropic and Native-led spaces to advance NVR's mission.
- Model a relational approach to fundraising that is grounded in trust, reciprocity, and care.
- Act as a bridge between donors and Native grassroots leadership, helping funders understand the impact of their giving on movement-building and Indigenous self-determination.
- Co-create strategies to engage the Advisory Council (AC) in fundraising and prepare AC for NVR representation to funders and donors.

## Communication & Storytelling

- Partner with the communications team to co-create materials and messaging that uplift Native-led stories and the impact of NVR's work.
- Support narrative strategy that reflects Indigenous ways of knowing, community strengths, and transformative change.
- Translate NVR's vision and community outcomes into compelling funder-facing narratives, proposals, and reports.

## Collaboration & Internal Ecosystem Development

- Work collaboratively across NVR and partner organizations to build a healthy, integrated internal ecosystem rooted in shared purpose.

- Participate in cross-functional team processes and contribute to strategy, learning, and alignment across all aspects of NVR's work.
- Engage in practices that support collective leadership, deep listening, and organizational care.

### **Financial Literacy & Donor Accountability**

- Maintain strong financial understanding to align development efforts with NVR's budgeting, revenue projections, and community commitments.
- Collaborate with finance and program teams to ensure transparent and accurate reporting to donors and community stakeholders.
- Ensure that fundraising practices reflect NVR's accountability to Native communities and grassroots leaders.

## **DESIRED EXPERIENCE AND APPROACH TO DEVELOPMENT**

We're seeking a team member who brings established, trusted relationships within philanthropic and Native communities—someone who is already deeply connected and respected in these spaces. You carry relational wealth and a demonstrated ability to navigate and build trust in the nonprofit and philanthropic sectors.

You approach philanthropy with an evolved, trust-based mindset, thinking creatively and collaboratively about what's possible. You understand the power of storytelling and communication to build connections and power in Native communities, and you work well with communications partners to craft meaningful narratives.

Strong financial literacy and the ability to align financial insight with Native Voice's Rising role are essential. We're hoping you're someone who blends strategic thinking, relational depth, and strong communication skills.

### **Desired Qualifications**

- Deep understanding of and respect for Native-led movements, Indigenous communities, and the historical and current dynamics of philanthropy in Native contexts.
- Strong, existing relationships and demonstrated trust within philanthropic and Native community networks; not new to these spaces.
- Minimum of 5–7 years of experience in fundraising, donor organizing, or philanthropic strategy—preferably within community-based or Indigenous-led organizations.

- Proven ability to design and implement fundraising strategies that align with movement and community values.
- Strong financial literacy and comfort with budgets, donor reporting, and resource alignment.
- Experience collaborating across teams and with multiple stakeholders (e.g., program, communications, finance, and community partners).
- Excellent storytelling, grant writing, and verbal communication skills.
- Ability to travel as needed for donor engagement and relationship-building (with support for wellness and sustainability).

### Desired Principles & Practices

- **Relational Fundraising:** Centers long-term, values-driven donor relationships over transactional fundraising.
- **Cultural Humility & Integrity:** Shows up in a good way with deep listening, respect, and accountability to Indigenous values and leadership.
- **Strategic Thinking:** Sees the big picture and can align fundraising strategies with programmatic vision and resource needs.
- **Collaboration & Teamwork:** Thrives in a shared leadership environment and actively contributes to a strong internal ecosystem.
- **Equity & Justice Orientation:** Embeds a commitment to racial and economic justice and equity and Indigenous rights and sovereignty in all aspects of their work.
- **Adaptability:** Comfortable navigating complexity, change, and emergent strategy.
- **Communication:** Skilled at communication in compelling, accessible, and respectful ways.

## OUR TEAM

We're a deeply connected, values-driven team grounded in authenticity, trust, and care. When you join us, you're not just stepping into a role—you're becoming part of a community that prioritizes relationships, mutual support, collective growth, and Indigenous wisdom.

We believe in showing up fully and bringing our whole selves to our shared work. We laugh together, learn together, and hold each other accountable with compassion and respect. Our culture is built on a foundation of trust, where every person's perspective and work matters, and each person's unique skills and potential are recognized and nurtured.

We're committed to acting in a good way to create an environment for all our team, grant partners, and communities to thrive and be in their own power. We practice embodied participation, prioritize wellness, and value collaboration rooted in interconnection and shared purpose.

## **OUR COMMITMENT TO INDIGENOUS-LED LEADERSHIP**

Native Voices Rising centers Indigenous leadership and community power. We strongly encourage Native and Indigenous-identifying candidates to apply. We believe in the brilliance, resilience, and wisdom of Native-led movements, and our work is guided by principles of self-determination, relational accountability, and cultural integrity. We are committed to building a team that reflects and strengthens the Native communities we serve. Allies and good relatives with deep experience in Native communities are equally encouraged to apply.

## **COMPENSATION AND BENEFITS**

The compensation for this exempt full-time, fully remote position is \$120,000 annually. Native Voices Rising also offers a highly competitive benefits package including PTO, medical, dental, and 403b options.

## **TO APPLY**

There is no deadline to apply to this position as we will be using a rolling application process. **We will, however, begin reviewing application materials the week of July 7th, 2025.**

Please send a CV or resume to [development@nativevoicesrising.org](mailto:development@nativevoicesrising.org). Please also include a cover letter focused less on the detail in your CV or resume, but responding to 2–3 of the following questions that feel most meaningful to you. We're not looking for perfection—we're looking for alignment, curiosity, and depth.

- **What does "relational fundraising" mean to you?** Share a story or experience that illustrates how you've built trust or stewarded resources in a way that centers relationship over transaction.
- **How do you see the role of philanthropy in supporting Indigenous sovereignty and self-determination?** Reflect on your experience or perspective working within (or in response to) traditional philanthropic systems.

- **Share a personal interest, hobby, or passion that you're excited to bring to our team.** For example, on our team we have seed savers, doulas, farmers, world travelers, grandparents, musicians, and care givers to many creatures.

## **STATEMENTS AND DISCLAIMERS**

Native Voices Rising is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, veteran status, or any other protected characteristic under applicable law.