



Position Opening

Development Director

Salary: \$100,000-110,000

Status: Full-Time, Exempt

Reports to: Executive Director

Positions Reporting to this Position: Development Manager

Location: Metro Atlanta preferred; hybrid; frequent in-state and periodic out-of-state travel expected

Description

The Georgia Conservation Voters family of organizations includes the Georgia Conservation Voters, Inc., the Georgia Conservation Voters Education Fund, and the Georgia Conservation Voters Action Fund. The Georgia Conservation Voters (GCV) mission is to advocate for public policies that advance a more just and sustainable future, campaign for candidates who will make climate and environmental justice a priority, and hold elected officials accountable for their actions and votes. The Georgia Conservation Voters Education Fund (GCVEF) mobilizes Georgians to advance climate and environmental justice through education, advocacy, and other forms of civic engagement. The Georgia Conservation Voters Action Fund (GCVAF) campaigns for climate champions. These complementary organizations hold Georgia legislators and policymakers accountable for their actions on climate and environmental justice.

The Development Director leads Georgia Conservation Voters' fundraising strategy across individual donors, institutional funders, and campaign-aligned funding opportunities for GCV, GCVEF, and GCVAF. This is a senior leadership role responsible for owning funder relationships, articulating organizational strategy, and securing the resources needed to sustain and grow GCV's impact. The Development Director must be able to independently represent GCV's mission, programs, and political context to funders, while collaborating with program leadership to translate strategy into compelling fundraising cases.

Core Responsibilities

Fundraising Strategy & Leadership

- Develop and execute a comprehensive fundraising strategy across individual donors, foundations, and aligned institutional funders.
- Set annual revenue goals and track progress across all funding streams.
- Translate organizational strategy, programs, and campaigns into clear, compelling fundraising narratives.
- Proactively identify funding opportunities aligned with GCV's mission and political context.

Funder Relationship Management

- Lead cultivation, solicitation, and stewardship of primary, middle, and institutional funders.
- Serve as the primary relationship manager for a portfolio of key donors and foundations.
- Confidently lead funder meetings and calls, including presenting strategy, impact, and funding needs.
- Travel regularly to meet funders, attend conferences, and build new relationships.
- Manage routine engagement with funders, ensuring the Executive Director remains closely aligned with our most significant funder relationships.

Grants & Institutional Giving

- Own the full lifecycle of grant fundraising, including prospecting, proposal development, submission, reporting, and renewal.
- Independently draft and submit grant proposals and reports; Executive Director review is required only for high-dollar or high-risk submissions.
- Develop a clear understanding of GCV's programs, campaigns, and political strategy to ensure accurate and persuasive grant narratives.
- Coordinate with program directors for content while retaining responsibility for synthesis, framing, and submission.

Individual Donor Strategy

- Develop and execute a thoughtful individual donor strategy that prioritizes relationship-building, retention, and increased giving.
- Segment donor lists and design targeted cultivation plans based on geography, capacity, and engagement history.

- Design donor events and engagement opportunities with a clear strategic purpose, avoiding repetitive or one-size-fits-all formats.
- Lead follow-up, stewardship, and relationship deepening after events and donor interactions.

Board & Internal Collaboration

- Partner with the Executive Director and Board of Directors to strengthen fundraising capacity and accountability.
- Equip board members with tools, strategies, and expectations to support fundraising.
- Collaborate with program and communications staff to align fundraising with organizational priorities.
- Maintain accurate records in the CRM (EveryAction) and produce regular fundraising reports and dashboards.

Qualifications

- 7–10+ years of experience in nonprofit or political fundraising, including individual donors and institutional giving.
- Demonstrated ability to lead funder relationships independently, including solicitation and stewardship.
- Strong understanding of how to translate programs, campaigns, and political strategy into compelling fundraising cases.
- Proven experience in developing and submitting successful grant proposals and reports.
- Confidence in engaging directly with donors, foundations, and decision-makers.
- Experience developing intentional individual donor cultivation strategies beyond event-based fundraising.
- Willingness and ability to travel regularly for donor engagement and conferences, up to 30% of the time.
- Strong organizational, communication, and strategic thinking skills.
- Commitment to environmental justice, democracy, and GCV's mission.

Compensation

The salary range for this position is at the top of this job description. The salary is commensurate with those of similarly situated nonprofit advocacy organizations, and the final amount will depend on experience and qualifications.

Georgia Conservation Voters provides paid vacation and sick leave; health, vision, and dental insurance; and a 401(k) retirement plan. GCV also supports a healthy work-life balance by offering flexible working practices, including flexible working locations and flexible hours, extensive time off, professional development support, and holistic health support, including therapy reimbursement.

To Apply

Submit your cover letter and resume using the application at gcvoters.org/careers by February 1, 2026. No phone calls, please.

GCV is an equal opportunity / fair chance employer committed to a just, equitable, and inclusive workplace. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, origin, marital status, citizenship, disability, veteran status, or record of arrest or conviction. We encourage applicants with disabilities who may need accommodations in the application process to contact jobs@gcvoters.org