Development Director
Real Food Generation

Reports to: Interim Executive Director
Direct Reports: N/A
Location: Remote
PTE: Part Time: 30 hours/week
Pay Range: $34,320 – $51,480 salaried (at 80% FTE), dependent on experience and location

Organizational Overview
Real Food Generation (“RFG”) harnesses the power of youth and universities to create an equitable and sustainable food system. After winning dozens of campaigns nationally that have resulted in $80 million committed to our definition of “Real Food” annually, we have proven that student organizing can drive substantial change in the food chain in every region of the country at a wide variety of schools. Building off of our successes, RFG launched two new initiatives in 2018. The Real Meals Campaign is an unprecedented coalition of national organizations representing farmers, ranchers, fishermen, and environmentalists working to change the food service management industry. Uprooted & Rising is a movement to end college and university support for Big Food and white supremacy in the food system and to direct the energy of our generation towards food sovereignty. See www.realfoodgen.org for more information.

Real Food Generation is a fiscally sponsored organization and under fiscal sponsorship of Alliance for Global Justice. For more information see www.realfoodgen.org.

Team and Organizational Leadership
The Development Director will work closely with the Interim Executive Director (through spring, 2022), and other staff. Real Food Generation is in a transitional period as our remaining co-founder and Executive Director departed at the end of August. We are committed to identifying the best leadership structure for our organization through its next phase of growth and impact while we both build a mass movement (using a “Momentum” organizing approach) and take on multiple ambitious national campaigns. We are currently undergoing a “Structural Planning Process” to determine the future leadership structure of the organization, which will inform the make-up of the team that the Development Director be a part of over the next year and beyond. We are considering moving towards a shared leadership model, with individuals maintaining leadership of their unique areas of expertise and responsibilities; this would require a significant restructure of our team and general operations this spring. Candidates applying for this position should feel comfortable with change and eager to work with colleagues to inform the leadership model and operational structure of our organization.
Responsibilities
The Development Director will develop and implement key strategies and actions to secure an annual budget ($800,000 in FY22) and will play a critical role in ensuring the future growth of RFG. This position will be responsible for relationship cultivation with individual supporters, developing compelling language for proposals and acknowledgments, grant applications and grants management, developing and implementing key fundraising strategies with a focus on large gifts, and supporting the Grassroots Communications Coordinator in building an active base of individual supporters nationally.

The Development Director will: 1) cultivate relationships with new individual donors and nourish existing relationships; 2) ensure up-to-date, compelling language for asks and acknowledgements; 3) lead grant application and reporting activities; 4) work closely with the Grassroots Communications and Fundraising Coordinator to increase individual giving on the grassroots level; and 5) create and implement a robust development strategy to ensure long-term sustainability of the organization. This individual will be expected to take initiative, problem-solve on the fly and work with a diverse, and often geographically dispersed team. Responsibilities include:

Increasing Individual Giving:
- Identify and secure new funding opportunities for the organization, based on established organizational and programmatic goals, through research and networking
- Develop and implement robust donor engagement strategies
- Drive fundraising strategies, coordinated with RFG initiatives when appropriate (e.g. identifying programmatic activities that could foster support)
- Coordinate with Grassroots Communications and Fundraising Coordinator to maintain the donor database and to train staff to use the database to track interactions with their contacts.
- Manage and nourish relationships with supporters
- Manage and delegate fundraising administrative tasks, e.g. gift acknowledgments, maintaining online donation processing systems

Increasing Income from Foundations and Grants:
- Identify new opportunities for grant funding; secure grants from foundations and other funders
- Manage grant proposal and reporting deadlines and improve grants tracking systems
- Craft new, updated, and engaging language for grant proposals and reports
- Maintain relationships with key contacts at funding organizations

Other Activities, Including:
- Identify and implement earned revenue opportunities
- Identify opportunities to engage advisory board members in fundraising
- Manage the development and fundraising budget
- Ensure that goals and success metrics communicated to donors and funders align with organizational plans and strategies; collect progress updates from the team as needed
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Additional Information
- We seek to fill this position immediately. Applications will be reviewed on a rolling basis.
- This position may involve travel 4-6 times per year, including strategy retreats, actions, and trainings, in accordance with travel and safety guidelines due to COVID-19. There may be additional opportunities to represent Real Food Generation at conferences and to attend trainings for professional development.
- This is a Part-Time position at 30 hours per week with the potential to extend to Full Time based on need and budget. Occasional evening work may be required.

Qualifications

We will consider exceptional candidates who demonstrate a strong combination of the specific qualifications and skills described below.

- An understanding of and passion for food justice, racial justice, and youth power.
- A passion for food sovereignty and a clear personal stake in transforming the food system and higher ed’s role in the food system.
- A commitment to anti-racism, economic justice, collective liberation, and youth power.
- A proven track record of successful fundraising for social movements, including major gifts, and large ($50k-$100K+) and multi-year grant commitments.
- 5+ years experience in donor development or fundraising.
- Experience managing relationships and stewarding individuals towards giving.
- Experience with budget management and database management.
- Experience and comfort with maintaining sensitive, confidential information.
- Demonstrated ability to think strategically and critically, and to build a robust and diversified funding base for long-term growth of the organization.
- Experience with social movements and community organizing is preferred.
- Strong writing and public speaking skills;
- Strong self-motivation and an eagerness to be challenged.
- Team leadership experience.
- Ability to manage multiple projects, prioritize and problem solve while working with a team through a remote setting.
- Exceptionally well organized with an eye for detail.
- Understanding of activism and activism-based group dynamics.
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Location: This is a remote position and can be based anywhere in the United States of America. Current staff are based in: Boston, MA; St. Louis, MO; New York City, NY; Los Angeles, CA; Tampa, FL.

Reasonable accommodations will be made to enable individuals with disabilities to perform the functions.

Compensation: This is a salaried, 30 hour per week (80% FTE) position with a pay range of $34,320 – $51,480 depending on experience and location. There is potential for this position to expand to 100% FTE (37.5 hours per week), based on budget and funding.

Benefits: This position is salaried and eligible for a generous benefits package available to employees who maintain working at least 30 hours per week; benefits include health insurance, significant paid time off, and access to modest professional development funds.

To Apply: Please submit a cover letter and resume to cristina@realfoodgen.org with the subject “Development Director Application.” In your cover letter, please describe your development and fundraising experience as it relates to the responsibilities and qualifications of this position.

Alliance for Global Justice and Real Food Generation honor the unique talents and lived experiences of each individual and seek candidates who will bring diverse backgrounds and perspectives to our work.

As an EOE/AA employer, Alliance for Global Justice / Real Food Generation will not discriminate in their employment practices due to an applicant’s race, color, religion, sex, national origin or ancestry, age, sexual orientation, gender identification, genetic information, veteran or disability status or any other factor prohibited by law.