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WOMEN'S EARTH ALLIANCE

DIRECTOR OF PHILANTHROPIC PARTNERSHIPS

POSITION PROFILE



ABOUT WOMEN'S EARTH ALLIANCE

Women's Earth Alliance (WEA) is on a mission to protect our environment, end the climate crisis, and ensure a just, thriving world by empowering women's leadership. We are dedicated to fortifying and dispersing solutions generated from the heart of communities—where people are grappling with our gravest challenges and drawing blueprints for a thriving future.



Since 2006, WEA has worked at the intersection of women's rights and the environment, creating impactful programming serving grassroots leaders around key environmental themes of climate change, water, agriculture, land protection, and energy. In partnership with national and global NGOs, WEA co-designs capacity-building trainings where women leaders access technology, financing, mentorship, and a global alliance through WEA's signature Accelerator model. Through WEA programs, more than 13M people in 24 countries have implemented life-saving environmental solutions within Sub-Saharan Africa, South Asia, the Americas, and Indonesia.



THE OPPORTUNITY

Director of Philanthropic Partnerships

Women's Earth Alliance (WEA) seeks a passionate and proven development professional to lead our philanthropic partnerships programs as we cross a significant threshold of growth into a new chapter for our organization and the gender/climate movement.

As the Director of Philanthropic Partnerships, you will play a key role in co-designing, implementing, and stewarding a robust fundraising strategy that will both maintain current relationships and support WEA's expansion. A member of WEA's Senior Leadership Team, you will design and drive a development plan that sets WEA apart; helping bring the stories of our leaders across the world to donors; and increasing our supporter base.

THE POSITION

We are looking for a skilled, experienced, and creative development professional to join our team and help drive the vision, strategy and implementation of our fundraising plans. As the Director of Philanthropic Partnerships, you will partner closely with our leadership team and other staff to drive organizational growth and help expand our capacity and impact across the world.

The ideal candidate will be passionate about social and environmental justice, have experience managing development programs, and have an innovative and people-centered approach to fundraising. This leader is a relationship and bridge-builder, inviting donors, regardless of the size of their gift, to join a movement that will benefit us all. We have a strong team who devote significant time and attention to fundraising and are looking for a Director of Philanthropic Partnerships to join us and provide strategic direction to our team members, carry a portfolio of donors, and bottomline our overall development process. As the Director of Philanthropic Partnerships, you will help lead our team to build and achieve ambitious growth goals.

KEY RESPONSIBILITIES

- Working with our Co-Directors and team to establish annual and long range fundraising goals related to individual donations, monthly donations, major gifts, workplace giving, corporate and foundation giving, and co-design and implement the plans to achieve those goals.
- Co-supervising and training our Program & Development Coordinator and Program & Operations Coordinator around their development responsibilities and coordinating closely with our incoming Communications and Development Manager;
- Managing and building a portfolio of major donors, securing gifts and building long-term relationships with our growing list of philanthropic partners. Cultivating and stewarding relationships with donors, prospects, the philanthropic community, and other relevant constituency groups;
- Overseeing all day-to-day aspects of WEA's donor stewardship processes;
- Supporting our foundation and corporate giving programs, ensuring we are effectively engaging and cultivating current and potential funders as well as meeting key deadlines;
- Leading our grant proposal process;
- Guiding the development of fundraising materials, including donor packets, donation thank yous, regular donor updates and appeals, and other key donor outreach materials;
- Assessing current development and donor tracking processes and procedures and, where necessary, refining and implementing new development systems to efficiently support development operations and enhance the donor experience;
- Collaborating with WEA team to plan and implement fundraising and donor outreach for special events, and other cultivation and stewardship events, including two major annual fundraising campaigns, and an annual Giving Circle event;
- Supporting our Co-Directors in managing the development budget by tracking and regularly reporting expenditures, and evaluating quarterly the effectiveness of development efforts as it relates to WEA's development goals, including cost analysis;
- Participating in professional associations as needed;
- Serving as an engaging articulate, enthusiastic, and visible spokesperson for the organization, especially to our donors;
- Supporting the WEA team as a development professional by modeling leadership, enthusiasm, inspiration, and accountability.

QUALIFICATIONS & EXPERIENCE

You have a track record of driving growth with large, mid-size, & small individual donors in a nonprofit setting.

You have strong written & interpersonal communication skills, including the ability to establish & maintain effective working relationships with staff & volunteers. You enjoy introducing yourself to new people, making phone calls, & you're great in meetings.

You care about creating a just world where all people, particularly women & those from traditionally underserved communities, have access to basic human rights & can thrive.

You enjoy working with people from a variety of racial, ethnic, cultural, religious, and socio-economic backgrounds and are dedicated to building a diverse community of supporters.

You have a sense of humor, enthusiastic attitude, & growth mindset. You enjoy inspiring other staff in helping with fundraising efforts.

You have 8+ years of experience in development, with significant experience with foundations & individual donor programs.

You have a successful track record of personally identifying, cultivating, & soliciting foundation & corporate partners, individual donors, & growing recurring donor programs & ideally have relationships with funders in the gender & climate space.

You know the development landscape well, & you are up to speed on & interested in the latest trends in philanthropy & donor engagement.

You have experience & facility with key computer programs, including MS Word, MS Excel, MS PowerPoint, Zoom, Google suite products, & Salesforce or a similar database.

PREFERRED QUALIFICATIONS

- You understand the necessity of an intersectional lens in achieving justice, whether that's gender, climate, racial, or social justice—because you know that one cannot happen without the others.
- You believe in leveraging your skills & experience to continue dismantling white supremacy & advancing justice for Black, Indigenous, & People of Color through our work & in the gender, climate, & racial justice movements overall.
- You enjoy designing & implementing new systems, outreach, or donor activities.
- You are not daunted by juggling a variety of tasks on a daily basis.

SALARY & BENEFITS

The salary range for most candidates is \$120-\$150k, depending on experience. However, there is some flexibility to the salary for candidates with significant and relevant experience which meets our qualifications. Please reach out or apply if interested and we're happy to talk further if it's a good match.

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- 16 paid holidays per year, including "winter break" from December 25th - January 1st
 - 4 weeks PTO per year to start, which begins accruing after 2 months of employment
 - 10 sick days per year
 - Employee medical, dental and vision insurance covered at 100%
 - Employer paid life insurance, STD, LTD
 - 403(b) retirement plan available
 - New Macbook Air at the start of your employment
 - Annual stipend for professional development/skill-building
 - Reimbursement for home office internet costs (if employed remotely)
 - Weekly team wellness check-ins
 - Travel for team-building retreat once a year



OUR CULTURE & VALUES

By joining Women's Earth Alliance, you will be welcomed into a passionate, open and inclusive circle of colleagues bringing their whole selves to our team—we are women, Indigenous people and people of color, LGBTQ+ people, people from various religious, ethnic and economic backgrounds; we are parents, artists, musicians, advocates, adventurers, academics, healers and more. You will have the opportunity to work alongside incredibly supportive and collaborative people who approach our work from a place of deep commitment and joy—because every day we see the transformative power of women-led environmental and climate solutions, and we have the privilege of supporting those solutions to rise.

Both in our team and our global alliance, WEA centers an intersectional feminist leadership model that embraces power sharing, self- and community-care, relationship- and consensus-building, collaboration, and intuition. Our leadership model is largely decentralized with a small U.S.-based team that coordinates communications, operations, fundraising, and programmatic direction. Since our founding, WEA has practiced and iterated a shared leadership structure, whereby authority, responsibility, and accountability is distributed across our organization, unleashing a unique creativity and diversity of approaches.

As we pursue the transformation and amplification of women's leadership, solutions, and alliances, we know that many environmental movements have perpetuated the marginalization of the global majority—including people of color, Indigenous peoples, people from working class backgrounds, women, and LGBTQ+ people. For 16 years, WEA's work has existed at the critical intersection of gender, racial, environmental and economic justice—because we fundamentally believe one can't happen without all the others. This belief is visible through our program design, which is grounded in our Accountability Principles, working to unpack, dismantle and transform oppressive systems, and a deep commitment to creating models that expose systemic inequities and offer pathways toward collective liberation.

OUR DEVELOPMENT PHILOSOPHY

When Women's Earth Alliance was launched by a circle of 30 grassroots women leaders in 2006, we knew that in order to make real change in the world, some fundamental premises in the development arena needed rethinking. Traditional development models rest on the belief that there are those who "have" and those who "have not." And those who "have not" need things, need help, and need to be improved. WEA designed our organization under the assumption that, when availed of freedom and access, community leaders have the vision and will to design and implement solutions. WEA's best offering is to unearth these solutions and link them to each other.

We created the WEA model because we know that giving communities traditional "aid" is not the same as empowering them with tools, long-term solutions and a network infrastructure. When we invest in women leaders in underserved communities, three powerful things happen that don't happen in old-model development work.

- Grassroots women leaders design solutions with more precision, foresight, and comprehensive awareness of their community's needs than any outside aid worker.
- The basis of trust between women leaders and their communities increases the likelihood that these solutions will take root and endure.
- Women leaders are already highly networked and know the most effective modes for moving information, ideas, and solutions.



TO APPLY



Please submit a cover letter and resume to careers@womensearthalliance.org with “Director of Philanthropic Partnerships” in the subject line and include where you heard about the job in your cover letter. The position will remain posted until filled.

Women’s Earth Alliance is working with Sarah Bennett Consulting to coordinate this search. Please feel free to reach out to Sarah and her team at the email address above or at sarah@sarahbennettconsulting.com with any questions. We’re looking forward to learning more about you!

Additional details:

This is a full-time position. We have a strong preference for candidates based on the West Coast, especially the Bay Area, but will consider candidates in the Mountain Time Zone. WEA is a fully remote workplace, but candidates do need to be based in the above regions. Candidates should have an appropriate remote working environment, including reliable phone and internet.



This position is open to any applicant eligible to work in the U.S. (Unfortunately, we are unable to offer support with visas.)

womensearthalliance.org

Women’s Earth Alliance, fiscally-sponsored by Earth Island Institute, provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws.

