



### **¾ Time Development Director**

reGeneration ([www.regenerationeducation.org](http://www.regenerationeducation.org)) is an American interfaith non-profit organization that advances peacebuilding through innovative approaches to childhood education, development, and resilience for young children in crisis zones afflicted by conflict, natural disaster and poverty so that they can imagine and create a better future.

After working with Seeds for Change Consulting, LLC - a consulting firm to non-profit organizations, in Austin, Texas, the reGeneration team realized now is the pivotal moment in the organization's history to hire its first Development Director. Founded in 2006 by Shepha Vainstein in Los Angeles, CA, reGeneration is now on cusp of evolving from a founder-run agency to a professionally staffed, international organization.

reGeneration is seeking a highly motivated, passionate and self-starter as a ¾ time Development Director. This Development Director will work remotely 30 hours per week to pioneer the fundraising aspects of reGeneration. This individual will be a part of a very small team, all of whom may be spread around the country, so the Development Director will also need to be knowledgeable and flexible about working on all aspects of the organization (including programmatic).

The Development Director needs to be a detail-oriented, strategic leader with a clear vision on how to fundraise for a small non-profit that has strong roots in both America and in the Middle East. The Development Director will report directly to the Executive Director, who is also a new hire. This is an excellent opportunity for a seasoned fundraising professional who is interested in a Director's role to grow his/her skills in a small- yet growing organization. Seeds for Change has created a 2-year development / fundraising plan which starts in January 2019 and will be a guiding springboard.

reGeneration is seeking a Development Director to manage and lead the following tasks:

- Secure financial support from individuals, corporations, and events through cultivation, solicitation and stewardship.
- Research, write and secure grants that are aligned with the mission.
- Spearhead the 2 fundraising events in 2019 (one in the Spring, one in the Fall). This includes but is not limited to contracts, timelines, budgets, day-of-event schedule, coordinating committee volunteers, and managing sponsorship materials.
- The Development Director is responsible for setting and meeting event attendance goals and all fundraising goals.
- Together with the Executive Director, engage with active and current donors through in-person and remote (via phone or skype) meetings and written communication.
- In collaboration with the Executive Director and Program Staff, assist with strengthening current programs in the Middle East.

- Supervise at least one paid college intern to maintain consistent messaging, communication and marketing materials, including print, website and social media.
- Provide detailed, written reports for all Board Meetings to inform Board Members about development/fundraising opportunities that have been met, as well as any future objectives that are on the horizon.

The ideal applicant needs to have the following qualifications:

- Bachelor's degree and a minimum of 3 years in relevant leadership experience, specifically in non-profit fundraising and communications.
- Demonstrated success in securing gifts via various modalities as the lead and/or key staff member.
- Financial adeptness to develop budgets and forecasts as well as actuals of activities and report progress to supervisors and stakeholders.
- Excellent written and verbal communication skills as well as a strong project manager. Ability to take complex concepts and synthesize effectively for various audiences.
- Creativity with engaging current donors as well as gaining new funders and donations. Many of the current and previous donors are in CA, so depending on the Development Director's location, this may require some creative and alternative ways to keep donors engaged.
- Adept with Microsoft Word and Excel, social media platforms.
- Experience with fundraising database and donor reporting is a plus.
- Flexibility in work schedule- some weekend and evenings required.
- Ability to work remotely and independently, while staying accountable to organizational goals, priorities and timelines.
- Multi-day, quarterly travel in California/to California (not expected outside of the United States).
- An understanding of a small non-profit environment with roots in America and in the Middle East.
- Candidates with knowledge of Hebrew and Arabic on top of fluency in English are preferred.

The ideal candidate would have familiarity and exposure to all aspects of the Abrahamic faiths religion and/or faith; more specifically to Israeli and Arab relations and its complexities. Cultural competency with Judaism, Christianity and Islam and Abrahamic culture is preferred. Ideal candidates will have working knowledge of trauma-informed care and language, social emotional learning, a sensitivity to current political and social climates, be willing and unapologetically promote reGeneration as a world-wide solution for peace, and have a tangible passion for raising whole communities out of crisis, poverty and/or turmoil.

The compensation for this position is \$45,000.00 for  $\frac{3}{4}$  time (30 hours/week or 128 hours/month). The Development Director will report directly to the Executive Director (who may be located in a different geographical area). Operational budget includes allowances for travel, administrative expenses, and some office equipment support. The position will pay for eight (8) PTO days annually at 75% after the first 90 days, renewing each calendar year. There are no other paid benefits this time. The job is expected to start on or before February 1, 2019.

If interested please send a detailed cover letter, relevant resume and three professional references with contact information to: [stacy@seedsforchangeconsulting.com](mailto:stacy@seedsforchangeconsulting.com) subject line reGeneration Talent Search – Development Director, OR Seeds for Change Consulting, LLC, reGeneration Talent Search – Development Director 3112 Windsor Road A-390 Austin, Texas 78703. No phone calls please. There is no need to send electronic AND hard copies. Your cover letter should specifically address your interest and experience with reGeneration’s mission and programming (ideal candidate description), and a statement that you find acceptable all of: the stated salary, ¾ time position, and working remotely with the potential of regular travel. Language fluency should also be discussed. Generic cover letters and/or incomplete applications will not be considered. All materials must be received by Tuesday, December 18 at 4:00 p.m. CST.

reGeneration is an equal opportunity employer and does not discriminate against any person based on age, race, national origin, gender, sexual orientation, religion, marital status, parental status, or mental/physical handicap.

[www.regenerationeducation.org](http://www.regenerationeducation.org)  
[www.seedsforchangeconsulting.com](http://www.seedsforchangeconsulting.com)