



Development Director

Do you want to advance racial and economic justice while tackling climate change?

Join our innovative non-profit and be part of a talented diverse team driven to expand access to climate solutions and green jobs across Massachusetts. Our mission is to accelerate an *inclusive* clean energy economy. We work hand-in-hand with cities and local community organizations to connect communities of color, non-English speakers and renters to energy-saving programs and affordable renewable energy. These programs help families and businesses save money, make their homes healthier, and combat climate change. We are also increasing green career opportunities for people of color, multilingual individuals and women.

We are seeking a strategic and mission-driven Development Director who thrives in a fast-paced environment and enjoys working with a small, diverse team. Your primary role will be to develop and execute strategies for philanthropic fundraising, in partnership with our Executive Team and Board of Directors. This position is a member of our Executive Team.

This is an exciting opportunity to deepen the philanthropic donor base of a relatively young nonprofit and to strengthen our ability to tell our story and ensure residents in historically underserved communities benefit from our state's efforts to green our communities and combat climate change.

Key Responsibilities:

You will manage 1-2 staff and work closely with our Executive Team, Board of Directors, and Communications Team to:

- **Develop an annual fundraising plan**, including creating overall revenue projections and goals, identifying new donors and opportunities to diversify the organization's revenue streams, and engaging existing individual and institutional donors.
- **Build on the commitment of existing donors** to increase giving through consistent communications and relationship building.
- **Foster relationships with new potential individual and institutional funders, including for federal and state grants**, to expand the organization's philanthropic fundraising support.
- **Craft winning fundraising proposals and ensure timely reporting to funders** that accurately reflect our work and expand our organization's resources and impact.
- **Monitor and evaluate fundraising activities** to adjust strategies and ensure goals are met.
- **Engage Board of Directors in fundraising efforts** and support development of the Fundraising Committee.
- **Maintain an understanding of federal and state funding opportunities**, such as those related to the federal Inflation Reduction Act and Community Block Grants
- **Implement and maintain a donor/fundraising database**, such as Salesforce, in collaboration with our Finance and Operations Director.

Qualifications:

- Passionately embraces the mission of All In Energy with a strong commitment to addressing global climate change, equitable clean energy access, or economic and environmental justice.
- 5+ years relevant professional experience, including staff management experience and experience developing and implementing fundraising plans



- Proven record of success in philanthropic fundraising for a nonprofit of a similar size.
- Commitment to transparent and collaborative leadership with a management approach that supports individual skills development, while keeping team organized and aligned
- Excellent writer and editor who can communicate clearly and concisely with a variety of audiences, including in grant proposals, to funders and with the general public.
- Skilled at establishing and cultivating strong relationships with partners, public agencies, individual and institutional donors.
- Experience with Salesforce or similar donor database system.
- Experience managing a racially and/or linguistically diverse team and/or living or working in low-to-moderate income or majority-minority communities.
- A successful track record in setting priorities; keen analytic, organization and creative problem-solving skills which support and enable sound decision-making.
- Comfortable working independently and as a part of a small, nimble team.
- Willingness to travel around Massachusetts. A valid driver's license and access to a vehicle is required.

Preferred qualifications:

- Bilingual in English and Spanish, both written and spoken.
- Proven success in applying for state and federal grants and managing the required state and federal reporting

Hours and Compensation:

- 40 hours, position will include occasional weekend and evening events.
- Salary \$83,000-\$88,000 commensurate with experience.
- Flexible work (hours or location). Periodic In-person meetings.
- Relaxed dress code.
- Generous paid time off including vacation, sick, holiday and office closure at year end.
- Health, dental, and vision insurance.
- Retirement plan with an employer match.
- Business travel reimbursement.
- Technology access with the option to purchase upon departure.
- Stipends for workspace ergonomics furniture and professional/personal development.

To apply, please email a brief cover letter and resume to careers@allinenergy.org with the subject line "Development Director Application"

All In Energy is an equal opportunity employer who values diversity. In particular, we're dedicated to broadening opportunities for individuals from demographic groups that are historically underrepresented in the clean energy economy. We're committed to building an inclusive workplace culture where talented people of widely diverse backgrounds can thrive. We are actively seeking people who bring diverse backgrounds and perspectives to join us in this work.