



Development Director (Baltimore, MD or New York, NY) – updated 1/30/2019

About CDM

Centro de los Derechos del Migrante, Inc. (CDM) is the first transnational migrant workers' rights organization based in Mexico to support migrant worker organizing and advocacy on both sides of the U.S.-Mexico border. Since its founding, CDM has been driven by its mission to improve the conditions of low-wage workers in the United States.

CDM envisions a world where migrant workers' rights are respected, and laws and policies reflect their voices. Through multilayered outreach and engagement strategy, CDM supports Mexico-based migrant workers to defend and protect their rights as they move between their home communities in Mexico and their workplaces in the United States.

About You

You can translate the vision and experiences of migrants into powerful and compelling narratives that will move people to action. You are excited about raising resources to build the transnational movement for worker justice. You are looking for a leadership role in a successful, change-making organization and are eager to work with a binational, multicultural team to develop our fundraising strategy.

You have cultural competence and know how to engage thoughtfully and respectfully with people who have diverse backgrounds and life experiences. You get motivated by big-picture visioning and possibilities for change, and can translate vision into a shared action plan that generates results. You speak, write, and read Spanish and English fluently.

Key Responsibilities

With the Executive Director, write and implement CDM's annual development strategy and action plan with a focus on raising the financial resources from foundations, individual donors, and annual giving campaigns streams to sustain and grow CDM's transnational migrant justice work. This includes:

- Leading and implementing the foundation strategy: including generating reports, proposals, presentations, letters, and emails to funders and supporters.
- Identify, research, cultivate, and steward supporters to build CDM's individual donor base and move an executive board giving strategy forward.
- Cultivate new funder relationships and pursue new funding opportunities and awards
- Develop and lead the processes and systems necessary to engage program staff in supporting proposal and grant reporting.

- Lead and guide staff and/or consultants, as needed, on data entry, research, and writing projects that support our fundraising strategy.
- Help develop CDM's alternative income streams, including designing a business plan for CDM's products and services.

Compensation

We offer a very competitive non-profit salary (70-80s) and medical and dental benefits, paid leave, and generous paid vacation days. We have a very supportive workplace and are committed to carrying out our vision for worker justice in our own organization.

Apply now!

Tell us why you are the best fit for this role and what your fundraising vision is for CDM. Send your resume and a cover letter via email to info@cdmigrante.org. Subject line should use the words **Development Director and your name** in the subject line of your email.

We will review applications as they arrive. CDM is an equal opportunity employer. We encourage everyone to apply.