



Development Director

Centro de los Derechos del Migrante, Inc. (CDM) seeks a Development Director to join its dynamic, binational team of migrant workers' rights advocates. This is a unique opportunity to craft powerful, compelling narratives to inspire CDM allies, supporters, and funders to take action. The Development Director will oversee CDM's fundraising strategy and all development efforts, including individual donor and grant-based funding. We have a strong preference for the Development Director position to be based out of the Maryland-Washington, D.C. area, but are open to considering compelling candidates based in other areas of the U.S. and Mexico. This role will require travel up to 15% of the time.

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. With a binational, multilingual staff and geographic reach, CDM has grown over the past 15 years in response to an increasing need, but its end goal remains unchanged: to overcome the border as a barrier to justice.

CDM envisions a world where migrant workers' rights are respected, and laws and policies reflect their voices. Through multilayered outreach and engagement strategies, CDM supports migrant workers to defend and protect their rights during recruitment, while at work in the U.S., and as they return to their home communities. Further information about our work and projects is available on our website: www.cdmigrante.org.

About You

You have an unshakeable commitment to social, racial, gender, and economic justice, and are passionate about defending the rights of migrant workers, immigrants, and low-wage workers. You can translate the visions and experiences of migrant and low-wage workers into powerful narratives that will compel people to take action. In addition to understanding the nuances of foundation and government funding, you feel comfortable liaising with allies, coalitions, and current and potential funders. Your strong track record has led to many wins in the past, and you are enthusiastic about dedicating your talents to secure funding for CDM's work.

With prior experience in fundraising and development, you are ready to take on a leadership role in a change-making organization and are eager to work with a binational, multicultural team to develop and implement our fundraising strategy. You are motivated by big picture thinking and visioning and inspired by the possibilities for change, all of which you can translate into a shared action plan that generates results. With exceptional writing skills, you are able to spearhead compelling grant proposals and requests for funding, and you feel at ease switching between English and Spanish.

Position Summary

Working under the supervision of CDM's Executive Director, the Development Director will be responsible for crafting and leading CDM's development strategy and action plan, raising financing from foundations, government, individual donors, and annual giving campaigns. The Development Director will identify new potential sources of funding and manage stewardship with existing funders. The Development Director will collaborate closely with CDM's program areas and Finance and Operations teams to determine funding needs and priorities.

Position Responsibilities

- Lead and implement CDM's 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;
- Work with CDM's Board of Directors to support board giving and fundraising;
- Cultivate new funder relationships and pursue new funding opportunities;
- Develop and lead the processes and systems necessary to engage program staff in supporting proposal writing and grant reporting;
- Supervise staff and/or consultants, as needed, on data entry, research, and writing projects that support our fundraising strategy;
- In collaboration with program staff, develop CDM's alternative income streams;
- Collaborate with CDM's Communications team to create a strategy to reach donors and potential donors regarding CDM's latest accomplishments;
- Plan and execute events to engage existing donors and attract new donors;
- Represent CDM in meetings with current and potential funders.

Required Qualifications

- Full professional fluency in spoken and written Spanish and English;
- Demonstrated experience in the nonprofit development space, including grant writing, donor cultivation and stewardship;
- Outstanding communication and written skills;
- Demonstrated ability to work collaboratively with a variety of internal and external collaborators;
- Strong organizational skills;
- Demonstrated commitment to social, racial and economic justice and understanding of the challenges facing migrant workers, immigrants and low-wage workers;
- Ability to thrive in a collaborative, fast-paced, high-energy environment.

CDM is an Equal Opportunity Employer and prioritizes diversity among our staff, Board of Directors, and volunteers. We also maintain a strong interest in our employees' career development and strive to provide opportunities for growth and education for dedicated members of our team.

Salary and Benefits

CDM offers a competitive salary range starting at \$83,000 for Baltimore-based candidates. We offer comprehensive benefits, including generous vacation, 401(k), a Health Savings Account (HSA), and fully-paid health, dental, and vision insurance for the employee and any dependents. CDM is piloting a Summer Fridays program in 2024, meaning employees will have flexibility not to work on most Fridays between Memorial Day and Labor Day.

HOW TO APPLY

Interested candidates should submit a cover letter, resume, and a list of three references, including their contact information, to info@cdmigrante.org with the subject line DEVELOPMENT DIRECTOR APPLICATION. No phone calls please.