

Director of Development

www.mercyproject.net

Location: This is a remote position with a strong preference for someone who lives in or near a large city in Texas (where the majority of our donors currently reside).

Contact: Submit cover letter and resume to careers@mercyproject.net

Pay: \$75,000-100,000+/year with significant incentives for the right candidate.

Travel: Approximately 25% travel will be required; both internationally with donors to Ghana (approximately 1-2x per year) and day trips or occasional multi-day trips domestically (approximately 3-4x per month).

Who We Are: Mercy Project is a thirteen year old, award winning non-profit organization working to eradicate child trafficking in Ghana, Africa. We were founded in Texas with “on the ground” efforts by our incredible Ghanaian staff of fifteen men and women. We were born out of innovation and creativity and still value those characteristics highly. Compassion and sustainability drive everything we do. To date we have used this innovation, compassion, and sustainability to rescue over 270 children out of human trafficking and reunite them with their families. We believe this is only the beginning and are as excited as we’ve ever been about the future of the organization.

Who we’re looking for: Mercy Project is seeking a Director of Development to help grow our base of supporters in order to scale the organization to even greater impact. This person will be passionate about telling the story of Mercy Project and eager to build meaningful relationships with both current and prospective donors. They will also be organized, disciplined, attentive to detail, and a motivated self starter. The right candidate will have a history of generating successful activity without constant oversight and love the process of daily activities that lead to long term success.

Key Responsibilities:

- Collaborate with the Board of Directors to create fundraising goals and strategies aligned with Mercy Project’s goals and mission.
- Research and identify potential funding sources, including individuals, foundations, and corporations with an emphasis at least initially on individuals.
- Develop and execute comprehensive fundraising plans aligned with Mercy Project’s mission and strategic goals.

- Build and maintain donor pipeline with clear timeline and goals for moving donors through the donor journey
- Cultivate and maintain strong relationships with major donors, philanthropic foundations, corporations, and individual supporters, converting them into long-term partners with a vested interest in the success of Mercy Project.
- Develop personalized approaches to donor engagement, ensuring alignment between donor interests and the Mercy Project's programs.
- Coordinate donor communications, including "thank you" notes and end of year gifts for major donors.
- Collaborate with marketing partners to create compelling campaign materials, including appeals, emails, social media content, and event promotions.
- Represent the organization at networking events, conferences, and community gatherings to expand the nonprofit's presence and forge strategic partnerships.
- Utilize fundraising software and databases to maintain accurate donor records, track contributions, and generate reports on fundraising progress.
- Maintain accurate and up-to-date donor databases, tracking donor interactions, contributions, and preferences.
- Analyze fundraising metrics and data to evaluate the effectiveness of strategies and make data-driven decisions for improvement.
- Be accountable for achieving or exceeding specific fundraising activity and production metrics, including monthly metric reviews with the Board of Directors.

Interested candidates should submit a cover letter and resume to careers@mercyproject.net. Cover letter should address your suggested approach to establishing development goals and metrics.