



NICWA

National Indian Child Welfare Association
Protecting Our Children • Preserving Our Culture

POSITION ANNOUNCEMENT: DEVELOPMENT DIRECTOR

The National Indian Child Welfare Association is dedicated to the well-being of American Indian and Alaska Native children and families. We believe every Native child must have access to community-based, culturally appropriate services that help them grow up safe, healthy, and spiritually strong—free from abuse, neglect, sexual exploitation, and the damaging effects of substance abuse.

NICWA is a private, nonprofit, membership organization founded in 1983 and based in Portland, Oregon. Our members include tribes, individuals—both Native and non-Native—and private organizations from around the United States concerned with Native child and family issues. Together, our partners, board, and staff work to protect Native children and keep them connected to their family, community, and culture. Our next development director will ensure that we have the diverse funding needed to support the safety, health, and spiritual strength of American Indian and Alaska Native children along the broad continuum of their lives.

The Opportunity

We are a culturally based organization with a focus on leading our work with Indigenous values. Our next development director will lead the overall fundraising and membership relations efforts including personal gift solicitation, corporate and foundation programming, annual fund development, membership relations, tribal solicitations, fundraising event activities, and development communications. The development director works closely with key organizational partners and staff to carry out our five-year strategic plan developed by our board of directors. They will continue to build a culture of philanthropy across the organization with partnership from the board of directors and direction from our executive director. The COVID-19 pandemic has posed some challenges to how we conduct our work and how we raise funds and generate revenue to support it; yet, we have been well-prepared to pivot to a remote work environment and virtual work with tribal communities. We are a well-regarded national organization with stable leadership, deep roots locally in the Pacific Northwest, and strong relationships with local tribal communities as well as tribes nationwide. We have a strong track record of diverse fundraising activities and an engaged board of directors who set an annual collective fundraising goal for themselves. We have a highly collaborative workplace. The way we do our work is just as important to us as the quality and outcomes of our work, and we invest in our employees and our organizational culture.

Candidate Profile

NICWA seeks a leader who is passionate about the well-being of American Indian and Alaska Native children and families and hopes to use their nonprofit development expertise to contribute to our mission. This leader will have strong relationships throughout Indian Country and the ability to inspire others to contribute to our goals. They will also possess strong management skills and a passion for helping their staff grow in their professions. This leader will have experience in reaching outcomes in times of adversity and the ability to nimbly adjust plans to maximize results.

Key Skills, Attributes, and Areas of Expertise

- **Leadership and Vision-** The development director provides leadership, support, and opportunities for engagement to the board, staff, and key stakeholders and partners in achieving the organization's mission and results. They will be effective in implementing change management as the organization's needs and the dynamics of the external environment change.
- **Knowledge-** The development director will have a proven record of success in foundation, tribal, individual, and corporate giving and grantmaking.
- **Relationships-** The development director will build, maintain, and leverage strong and sustainable relationships that translate into successful staff and board engagement and fundraising results.

Primary Responsibilities

- Leads staff, management, board, and trustees in creating a strategic short and long-term development and membership engagement plan aligned with the organization's goals, timeline, and budget
- Identifies and leverages new opportunities for funding growth and diversifying revenue, while simultaneously managing development operations, including working as the primary contributor to meet and surpass the organization's annual fundraising goals
- Manages and cultivates a strong development and membership team while providing coaching and support to staff, board, and fundraising volunteers to achieve departmental and organizational goals
- Serves as a member of the management team and, through a shared leadership approach, provides organizational leadership in areas of functional responsibility

Qualifications

- Bachelor's degree required with emphasis in communications, economics, business, or related field; Master's degree in nonprofit management, public administration, or related field is preferred
- Five to eight years of relevant work experience in business administration/management, public administration, nonprofit management, or other relevant work experience required
- Strong knowledge of Native culture and social service systems with demonstrated working experience with tribal organizations, tribal service systems, and tribal government structures
- At least three years of supervisory experience
- Required expertise in fundraising
- Preferred knowledge in organizational development and market trends
- Knowledge of personnel management and coaching, including senior positions

NICWA is proud to be an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, sex, disability, veteran, or any protected status.

To Apply

Complete application materials include: a cover letter, resume, and NICWA's employment application (which can be found at <https://www.nicwa.org/employment/>). Please submit completed application materials to:

Email: nstewart@nicwa.org

Paper application materials may be mailed to: NICWA Human Resources Department
5100 S Macadam Avenue, Suite 300 Portland, OR 97239