

Development Director

WNCSource is seeking a strategic, relationship-driven **Development Director** to lead fundraising, grant development, donor relations, marketing, communications, and public relations for our nonprofit serving four Western North Carolina counties.

The Director will diversify funding, cultivate donor and community partnerships, lead fundraising initiatives, and oversee organizational messaging and marketing. Working with executive leadership, program teams, and the Board of Directors, this position advances agency priorities, strengthens organizational capacity, and supervises one development staff member.

What You Will Do (And Love!)

- **Lead Fundraising & Resource Development:** Develop and implement a diversified fundraising strategy encompassing annual and monthly giving, grants, special events, and business and civic partnerships.
- **Build Donor & Community Relationships:** Cultivate and steward donors, engage community partners, and support Board-led fundraising and relationship-building efforts.
- **Oversee Grants & Funding Opportunities:** Identify prospective public and private funders, coordinate grant development and submissions, and oversee reporting and compliance requirements.
- **Manage Donor Systems & Data:** Oversee Bloomerang, online giving platforms, donor records, and reporting to support effective fundraising, donor engagement, and data-informed decisions.
- **Lead Marketing & Communications:** Direct marketing, public relations, website and social media content, and community outreach to strengthen organizational visibility and engagement.
- **Guide Messaging & External Partnerships:** Oversee external marketing partners and ensure consistent, compelling messaging that reflects WNCSource's mission, programs, and impact.
- **Advance Strategic Priorities:** Collaborate with executive leadership and program teams to align fundraising and communications with agency goals, program needs, and long-term sustainability.
- **Supervise & Develop Staff:** Lead, mentor, and support development staff while coordinating volunteers and interns as needed.
- **Monitor Performance & Growth:** Evaluate fundraising results, donor engagement, and communications effectiveness to identify opportunities and improve outcomes.

Education & Qualifications

- **Education:** Bachelor's degree in a related field preferred.
- **Experience:** At least three years of progressive experience in fundraising, development, nonprofit management, communications, or a related field.



- **Grant Development:** Demonstrated experience writing, securing, and administering federal, state, and foundation grants.
- **Fundraising Success:** Proven ability to develop fundraising strategies, cultivate donor relationships, and secure financial support.
- **Communication & Leadership:** Excellent writing, interpersonal, organizational, project management, and relationship-building skills.
- **Technology:** Experience with donor CRM systems; Bloomerang preferred.
- **Licensure:** Valid driver's license and good driving record required.

Why You'll Love Working With Us

- **Competitive Salary:** \$78,000 annually.
- **Leadership Impact:** Lead fundraising, marketing, and resource development that strengthen services across four Western North Carolina counties.
- **Collaborative Team:** Partner with executive leadership, program staff, and Board members to advance organizational priorities.
- **Professional Growth:** Help expand development capacity, strengthen community relationships, and shape organizational strategy and messaging.

Benefits That Support You

We invest in you so you can invest in our mission!

- Medical, Dental, and Vision Insurance
- 12 Paid Holidays (including Christmas Break)
- Generous PTO (Full-time employees start at 12+ days)
- Free Employee Clinic via Pardee @ Work and Teladoc
- Free Employee Assistance Program (EAP)
- Retirement 403(b) Plan with up to 5% Employer Match
- Opportunities for career advancement and continuing education support
- Wellness Program with rewards
- Short-Term & Long-Term Disability
- Pet Insurance (because your pets matter too!)

