



## Mission

To free families from poverty through initiatives that generate income, education and health, restoring self-worth and dignity to those who have lost hope.

## Values

Glorify and honor God in our relationships and ministry  
Love and serve our neighbors  
Achieve results with excellence

# Development Director

## JOB DESCRIPTION

The development director serves as an extension and ambassador of Esperanza International in the United States.

<b>LOCATION:</b>	Dallas, TX; NY, NY; Orlando, FL
<b>LEVEL:</b>	Professional
<b>DEPARTMENT:</b>	Development
<b>REPORTS TO:</b>	CEO
<b>DIRECTLY SUPERVISES:</b>	Development team
<b>CATEGORY:</b>	Exempt

## FULL JOB SUMMARY

The development director serves as an extension and ambassador of Esperanza International in the United States. S/he will be responsible to increase, strengthen, and diversify Esperanza's funding sources through various strategies and will be expected to meet annual fundraising goals. This is an entrepreneurial position. To succeed, the candidate must be an internally-compelled self-starter who is willing and able to take initiative in establishing a long-term, vibrant and engaged constituency of Esperanza supporters throughout the country. Additionally, the candidate will be expected to assist in providing marketing strategy and execution as well as oversight of the current development team and its expansion both in the US and the Dominican Republic in future years.

## RESPONSIBILITIES

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To recruit resources to promote and fulfill the mission and vision of Esperanza International

Engage and develop growth strategy with Esperanza's Executive Board

Actively work with the CEO and senior staff to develop and implement a comprehensive development strategy to include corporate, foundation, government grants, etc. in order to support the organization's growth

Retain 85%+ of major donors and 70% of other relationships in the US

Achieve 20% increase in funds raised year over year from new and inherited donors

Hold at least 30 face-to-face meetings on a monthly basis and document in Esperanza's database

Plan or coordinate at least 1 national fundraising event annually

Facilitate meetings and introductions of high-impact supporters with Esperanza's President

Manage and develop current development staff in US and DR

Recruit staff, interns and volunteers to work with Esperanza domestically and abroad

Mobilize and accompany donors to visit Esperanza's programs in the DR

15% of time will be travel to areas where Esperanza has strong support to deepen relationships: Orlando, Seattle, Dallas, and New York

## QUALIFICATIONS

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Personal confession of Christian faith and commitment to the mission and vision of HOPE

Personal confession of faith in Jesus Christ and commitment to the mission and vision of Esperanza International

Passionate commitment to Esperanza's mission of Christ-centered microfinance

Demonstrated lifestyle of Christ-like humility, compassion and generosity with time, talents and treasure

Passionate about bringing hope to “the least and the lost”

Entrepreneurial spirit

Demonstrated success in providing strategic direction for programmatic growth

5-7 years of fundraising, sales, or other relevant professional experience strongly preferred

Established track record of taking initiative

Exhibits warmth and charm that immediately puts others at ease

Excellent networking ability

Willing and able to travel; some overnight and international travel required

Excellent oral, written, and public communication skills

Strong organizational skills including effective time management

Bachelor’s degree in relevant field required; master’s degree is a plus

International experience and cross-cultural skills preferred

Moderate to fluent Spanish speaking ability preferred

Ability to make a 3-year commitment to this position

Open to receiving training and mentorship from Esperanza partner, HOPE International

## HOW TO APPLY

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Apply online at <http://www.hopeinternational.org/get-involved/careers/>. Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquires.