



Job Announcement  
Development Director  
American Civil Liberties of Hawai'i  
Honolulu, HI

*Be Part of a Pivotal Moment in History*

The American Civil Liberties Union of Hawaii's next Development Director will be a nonprofit professional who is looking for a meaningful opportunity in a proven and vibrant organization that makes profound differences in the lives of people all across our state. We take pride in our reputation of over 50 years of fighting the hard fight for people whose civil rights are challenged. And now—with never-before-imagined threats to civil liberties at the national level, the increased need to develop good policy at the local level, the still-evolving impacts of the COVID crisis on civil rights, and the 400-years overdue increased awareness of the impacts of systemic racism on every element of our society—it is the ideal time to join us and make a meaningful, positive long-term impact on the future of Hawai'i and the United States!

The right candidate will provide visionary, strategic leadership to build relationships with donors with the goal of generating transformational gifts to support the ACLU of Hawaii's current and future strategic goals. The Development Director will develop and oversee the program to raise funds for the ACLU in Hawai'i, including identifying prospects that have both capacity and demonstrated interest in investing in the ACLU to generate longstanding, tangible victories. Supervised by the Deputy Executive Director and working closely with the Executive Director, the National ACLU, and staff and board, the Development Director is responsible for planning, supervising and executing the ACLU of Hawaii's major gifts program (focusing on donors giving at 10k+ levels), administering the grants program, and developing complementary fundraising and donor cultivation plans for each donor or prospect.

The position is based in Honolulu.

**What you'll do**

**Lead the ACLU's Major Gifts Program:**

- Develop, lead, and evaluate a comprehensive annual work plan that focuses on major gifts (\$10,000 and higher), strategic cultivation and stewardship of donors, potential donors, and affinity groups, and staff the development responsibilities of the Executive Director.
- Get up to speed and maintain a major, existing 5-year comprehensive fundraising campaign.

- Solicit and plan moves management for five- and six- figure annual gifts and planned gifts through individual face-to-face meetings with donors and potential donors.
- Maintain a personal major gifts portfolio, oversee administrative systems, and manage the top-tier portfolio of the Executive Director.

#### **Shape the ACLU's Planned Giving Initiatives**

- Work with the National ACLU's Planned Giving team to develop, promote and implement planned giving strategies.

#### **Provide Leadership in Collaborations, External Relations and Administrative Work**

- Work with the Executive Team to strengthen the ACLU's Culture of Philanthropy.
- Work with board members regarding their roles in the ACLU's fundraising initiatives.
- Supervise development staff and/or independent contractors.

#### **What you'll need**

- Advanced work experience in philanthropy, with progressive responsibility and a proven track record of securing visits with prospective donors, and soliciting, closing, and stewarding major gifts in the \$10,000 plus range.
- Experience converting new donors and potential donors into major donors, and experience soliciting special, multi-year campaign commitments and planned gifts.
- A broad understanding of multi-faceted campaign planning, implementation and management.
- Management experience, including the ability to motivate, lead, set objectives, goals, benchmarks, and foster an environment of creativity and professional growth.
- Demonstrated commitment to diversity, using a personal approach that values all individuals and respects differences in race, ethnicity, age, gender identity and expression, sexual orientation, religion, ability and socio-economic circumstance, and record of arrest or conviction.
- Demonstrated commitment to working collaboratively and respectfully toward resolving obstacles and conflicts.
- Experience with SalesForce to track campaigns and ensure complete, secure and private donor and campaign records.
- Demonstrated ability to simplify complex themes and activities into a short, compelling presentation.
- Familiarity with fundraising systems/databases.
- Willingness to travel around the state of Hawai'i, and occasionally to the continental United States.
- Diligent, persistent, and resilient: ability to take no for an answer, use creativity and innovation to develop alternatives to securing meetings and gifts to get in front of donors and potential donors.
- Experience with and knowledge of Hawaii's philanthropic community preferred.

**Finally, our next Development Director will bring a commitment to the mission and goals of the ACLU of Hawai'i ... along with a personal dedication to a professional team that will bring us into our next 50 years as Hawaii's guardian of liberty.**

***Are You Ready to Help Lead Us into the Future?***

**If you're excited about devoting your talents and skills to the ACLU of Hawai'i, please submit your resume, letter of interest, and mention of where you learned of this opportunity, to [DevelopmentDirector@acluhawaii.org](mailto:DevelopmentDirector@acluhawaii.org). Please include your last name and "Development Director – Hawai'i" in the subject line of the email. No phone calls, please. To ensure that we receive your application, please do *not* use any other ACLU email address.**

Salary is commensurate with experience and within the parameters of the ACLU of Hawai'i compensation scale. Excellent benefits include generous vacation and sick leave; individual/family employer-provided health insurance; life insurance and long-term disability; defined contribution plan with employer match; and 14 paid holidays. This position is full-time, salaried, and exempt under the Fair Labor Standards Act.

We will accept applications until August 20, 2020 or until the position is filled, at which time the job announcement will be removed from our website. We hope that one of those applications is yours.

The ACLU of Hawai'i is a nonprofit, nonpartisan public interest organization, dedicated to defending and enhancing civil rights and civil liberties through litigation, legislative advocacy, organizing, and community education.

*The ACLU of Hawai'i is an equal opportunity/affirmative action employer. We value a diverse workforce and an inclusive culture. It is our policy to employ qualified people without regard to: race; color; religion; sex; national origin; age; ancestry; disability; sexual orientation; veteran's status; marital status; civil union status; arrest or court record; citizenship; credit history; genetic information; gender identity or expression; status as a victim of domestic violence, sexual violence, or stalking; or any other characteristic protected under federal or state law.*