



Director of Development Remote - US*



About ORAM

Protecting LGBTIQ Asylum Seekers Globally

Founded in 2008, ORAM – the Organization for Refuge, Asylum and Migration – is a pioneer in advocating for the protection and empowerment of extremely vulnerable LGBTIQ refugees and asylum seekers globally. ORAM is recognized as one of the first international NGOs to assist people fleeing persecution based on their sexual orientation and/or gender identity and expression and is a thought leader in LGBTIQ migration. We support LGBTIQ asylum seekers and refugees who are navigating the long asylum process from the moment they arrive in their first country of asylum to being resettled to a safe third country.

Over the last decade, ORAM has trained NGOs, governments, and UNHCR on the unique protection needs of the severely marginalized LGBTIQ refugee population. ORAM collaborates with local partners and its beneficiaries to ensure that its work is built around the people it serves. As a member of The Council for Global Equality, ORAM works with 34 other organizations, businesses, philanthropists, and policy experts to ensure that the U.S. Government and U.S. businesses support inclusion and equal treatment for LGBTIQ people across the globe through a focus on strengthening respect for human rights, the rule of law, and inclusive health, economic and development policies. In 2023, the Center for Disaster Philanthropy (CDP) awarded ORAM \$485,000 to support and advance the inclusion of LGBTIQ refugees and displaced people in the support and services of humanitarian organizations.

The Issue

In many countries around the world, lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) individuals face severe discrimination and violence due to their sexual orientation and/or gender identity. In approximately 70 countries, consensual same-sex relationships are criminalized, exposing millions of individuals to the risk of arrest, prosecution, imprisonment, and even the death penalty in at least six countries.



Rebuilding lives

We help refugees on their journey to safety.



Help and advice

We empower refugees to understand their rights.



Emergency Help

We support refugees in moments of crisis.



Championing rights

We campaign to elevate the voices of minorities.



The Role

Be a Part of the Change

The newly created **Director of Development** role was crafted for ORAM's growth phase. In this pivotal moment, the Director, reporting directly to the Executive Director, is fueled by the opportunity to shape ORAM's development program and deliver results. They will bring the tools to build, execute, and activate a strategic development plan and find excitement in rolling up their sleeves to get things done. This is the perfect role for a director who wants to be the lead architect in establishing program infrastructure and diversified revenue pillars to navigate toward enduring growth and impact.

The Director of Development's expertise as a storyteller and an unwavering passion for ORAM's work will motivate ORAM's donors and partners and set the stage for success. Supported by the Executive Director and a dedicated Board of Directors, the director is entrusted with driving the organization's revenue growth.



[VISIT MORE](#)

ORAM protects and empowers LGBTIQ asylum seekers and refugees globally, creating sustainable and systemic change.





The Opportunity

ORAM seeks someone with boundless energy, emotional intelligence, and an ambitious and creative person to join our small but growing senior leadership team and help shape the future.

The Director of Development is a new position reporting to the Executive Director that will build and implement ORAM's fundraising strategy, including foundation, government, individual, and corporate funding streams. As the steward of ORAM's relationships and strategic partnerships, the Director of Development's responsibilities extend to identifying and cultivating new donors while nurturing existing ones. This encompasses crafting compelling communications, orchestrating engaging events, and devising relationship strategies across government, foundation, individual, and corporate spheres.

The recent achievement of a \$1.5M operating budget milestone is just the beginning. The continued growth and development of ORAM's ability to provide critical services and advocacy to some of the world's most marginalized communities hinges on the Director of Development's ability to raise and grow revenue to support the mission. To achieve this, the director has the backing of an incredible ORAM team and the support of the Alight Donor Services team, "ORAM's parent organization," ensuring they have the resources to shine in this pivotal role. Joining this transformational mission, the Director's efforts will shape a brighter future for ORAM and the communities they serve.

Responsibilities:

Fundraising & Development Operations

- Direct and implement a fundraising program designed to achieve annual revenue goals through corporate partners, grants, events, and individual and major gifts.
- Identify, cultivate, and solicit a portfolio of major donors, corporate partners, and funders, and continue to steward existing donors to ensure their ongoing support.
- Serve as staff liaison to the Board Development Committee, working closely with the development chair to engage board members in achieving their give/get.
- Build on recent successes to create and operationalize a successful corporate engagement program, leveraging the growing interest in the intersection of LGBTIQ and refugee issues.
- Establish a diverse and ongoing pipeline of fundraising prospects.



The Opportunity (Continued)

Fundraising & Development Operations (cont.)

- Plan and execute fundraising events, campaigns, and donor appreciation activities.
- Ensure donor management systems are optimized and donor cultivation strategies are supported through effective technology and best practices.
- Effectively manage the grant lifecycle from proposal prep, submission, deadline tracking, grants calendar, reporting, and stewardship.
- Coordinate with field staff on appropriate projects for funder proposal submission and cultivating corporate representatives in their regions.
- Leverage communications and marketing tools to raise the organizational profile, attract and engage donors, and elevate the stories and impact of ORAM's work.
- Diversify revenue streams and explore innovative fundraising approaches to ensure the sustainability of ORAM's programs.

Leadership & Accountability

- Implement a strategic development plan by leveraging the expertise of the Executive Director and Board Development Committee.
- Manage the fundraising budget and provide timely reports and projections.
- Establish a data-driven plan for success, including tracking and reporting on initiative progress and key performance indicators (KPIs).
- Manage communication and development staff and interns.



The Candidate

Desired Skills/Qualifications:

Required experience and knowledge:

- 3-5 years of development experience with a proven track record of fundraising success in a nonprofit or similar setting.
- Experience nurturing donor relationships, networking, identifying new donors, and managing diverse relationships.
- Familiarity and comfort working in a fully remote office setting.
- Knowledge of issues facing LGBTIQ community, asylum seekers, and refugees.
- Exceptional writing, editing, and proofreading skills, with a strong ability to write concise and compelling narratives and tell stories.
- Proven success in prospect research and grant writing.
- Excellent organizational skills: working productively in a fast-paced environment.
- Ability to work independently, partner, collaborate, and be a team player with multiple stakeholders in different locations and time zones.
- Willingness and ability to travel internationally and domestically.
- Experience working with funders of LGBTIQ and/or social justice issues a plus.
- Experience with international humanitarian organizations desired.
- Familiarity with Raiser's Edge a plus.
- People management experience is a plus.

Candidate Qualities:

- Fearless fundraiser unafraid to make big asks.
- Optimistic, positive, and forward-thinking.
- A passion for social justice and a commitment to human rights for all people.
- Genuine relationship-builder who can convey authenticity, passion, and commitment to a wide array of audiences.
- Exceptional listener with a natural curiosity about donors' motivations and interest.
- Creativity and an openness to new ideas and ways of doing things.



Applications should be submitted at
<https://driwaterstonehc.com/position/director-of-development-ORAM>

Compensation:

\$95,000-\$105,000- commensurate with experience

Location: United States, remote role with occasional in-office meetings. Some domestic and international travel is involved.

Company Benefits: ORAM offers a competitive compensation and benefits package, including health/dental/medevac coverage, retirement benefits with employer matching after one year, a flexible schedule, and paid sick leave, vacation, and holidays. Additional benefits include a borderless staff to collaborate with, a family-friendly work environment, and professional development support.

Equal Opportunity Employer:

ORAM is an Equal Opportunity Employer offering employment and internships without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, citizenship, physical or mental disability, or protected veteran status. ORAM complies with all applicable laws governing nondiscrimination in employment.

DRiWaterstone has been exclusively retained for this engagement. All first-round interviews for this position will be via video conference with DRiWaterstone.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.