



D E N S H Ō

Densho Fund Development Director Job Overview and Requirements

Are you ready to apply your talent in fundraising to grow a forward thinking nonprofit that promotes social justice through the sharing of the Japanese American experience during World War II? Do you like challenges, want to use history to promote racial equity, and be a leader in the use of technology to share the Japanese American story worldwide? Densho is looking for a Fund Development Director to join Densho's senior management team and lead a multi-year fundraising initiative.

Densho story: The lessons learned from the World War II mass removal and incarceration of Japanese Americans are needed today more than ever. The rhetoric and attempts to implement Muslim immigration bans and border walls between the U.S. and Mexico echo the rhetoric and actions taken 76 years ago against Japanese Americans. Densho's mission is to preserve the testimonies of Japanese Americans who were unjustly incarcerated during World War II. We offer these irreplaceable firsthand accounts, coupled with historical images and teacher resources, to explore principles of democracy, and promote equal justice for all. We need your help to amplify the lessons of what can happen in our country in an environment of fear, racism, and failure of political leadership.

Densho seeks a talented Fund Development Director to grow and lead its fundraising program. Due to the rise of nationalism and xenophobia in the United States, Densho is expanding its education and communications, and is launching a multi-year fundraising initiative to raise an additional \$8 million over the next 4 years. Specific duties of the Fund Development Director include leading the multi-year fundraising initiative; overseeing a robust annual fund and dinner event; creating and growing a planned giving program; mobilizing the Board of Directors and advisory committees; and managing and mentoring a growing and talented team of development staff and volunteers.

The Fund Development Director will report to and work closely with the Executive Director.

Essential Job Responsibilities

- **Fund Development Planning and Strategy:** Design, implement, and track a robust, multi-year fund development initiative intended to grow Densho's contributed revenue by \$8 million over the next four years. Work closely with the Executive Director, Board of Directors, and regional advisory committees to support them in their roles as ambassadors and fundraisers in the community.
- **Major Gifts:** Create and maintain a major donor portfolio of 40-60 donors with giving capacity ranging between \$100K- \$1M. Build strong relationships with donors, and collaborate with the

Executive Director and members of the Board to solicit major gifts. Regularly conduct face-to-face meetings with donors, institutional funders, and other key stakeholders.

- Supervision and Collaboration: Create, lead and supervise a four-person fund development team. Work in collaboration with a two-person communications team and a grant writing team.
- Organizational Leadership: Create a healthy and collaborative fundraising culture within the organization. In the community, serve as an ambassador and public face for Densho.

Skills and Qualifications

- Experience working in cross cultural environments and a proponent of racial equity.
- Experience growing a major gifts program and soliciting major gifts, face-to-face at \$50K level or higher.
- Experience creating innovative donor engagement and solicitation strategies to grow a fundraising program and increase unrestricted contributed revenue.
- Experience working closely with a Board of Directors and mobilizing them in their role in donor relations and leveraging their strengths and their networks.
- Experience fundraising in a campaign setting or leading a major growth campaign.
- Experience overseeing budgets and tracking outcomes for success.
- Strong leadership skills. Ability to work effectively and collaboratively with internal and external stakeholders, staff, and counsel from a diverse range of communities across the country.
- Experience in leading, inspiring, and supervising staff and board members.
- Excellent written and verbal communication skills, including the ability to write persuasively in clear and concise language, and the ability to speak with enthusiasm to diverse audiences
- Proficiency in Microsoft Office and donor database software

Preferred Qualifications

Familiarity with Japanese American history and its relationship to social justice today.
Experience with Salesforce.

Compensation and Benefits

This is a full-time position that requires a willingness to work some evenings and weekends, as well as occasional travel outside the state. The anticipated salary range for the position is \$75,000 to \$85,000.

Densho offers a generous benefits package, including excellent health, vision, and dental plans; 3% employer retirement contributions; paid vacation, parental, and health-related leave.

How to Apply

Please apply online by submitting your cover letter and resume in a single PDF document via email to jobs@densho.org. Please put "Fund Development Director" in the subject line. In your cover letter, please describe your particular interest in Densho and your qualifications for the Fund Development Director position.

Questions may be directed to Danielle Higa. Contact her by email at danielle.higa@densho.org. All applications will be held confidential within the hiring team and given serious consideration as soon as they are received. The position will be open until filled.

Densho is an equal opportunity employer. It is the policy of Densho to comply with all applicable federal, state, and local laws prohibiting employment discrimination. Densho is committed to providing a work environment free from discrimination and harassment.