



Director of Development

About Culture Reframed

Geographic Location: This is a remote position. Preferable (but not required) for the candidate to live within driving distance of Boston, for the purpose of occasional in-person meetings or site visits.

General Overview

Culture Reframed (CR) is a nonprofit founded in 2015 to respond to what the organization's Founder & President, Dr. Gail Dines, has termed “the public health crisis of the digital age.” CR works to stop the emotional, behavioral, and sexual harms of pornography to children and youth.

Culture Reframed achieves its mission in five key ways:

- Raises awareness and shifts cultural narratives about the impact of porn on kids.
- Builds resilience and resistance in kids to hypersexualized media and porn culture.
- Advances the academic research on the harms of pornography.
- Fosters institutional change to improve child protection and safeguarding.
- Advocates for policy change to better protect kids from the harms of pornography.

Culture Reframed works with tens of thousands of parents, professionals, and policy makers around the world. The organization has developed tremendous traction and is now rapidly scaling up. CR seeks to hire a Director of Development — an exceptional candidate with the experience and skills to successfully take on the responsibilities listed below.

As the organization's first Director of Development, this is an opportunity for a talented individual to join a dynamic and innovative social change organization, contribute to its growth and impact, and lay the foundation of its resource development efforts for the coming years. Culture Reframed's current operating budget is close to \$1m.



The Director of Development will develop, implement, and oversee a comprehensive development and fundraising plan for CR. The Director of Development will be responsible for prospecting and identifying both mid-level donors and major donors, cultivating relationships with current and new donors, and managing the stewardship of high-net-worth individuals capable of making major and leadership gifts. The Director of Development will develop strategic cases and proposals for support as a resource for the Culture Reframed team. The Director of Development will collaborate with the Executive Director (ED) and the Founder & President in the overarching strategies of the front-line fundraising efforts to ensure use of resources to optimize fundraising and meet annual goals. The Director of Development will develop and maintain an in-depth knowledge of Culture Reframed and its philosophical underpinnings, and will serve as an advocate and ambassador for the organization. This exempt, full-time position reports to the Executive Director and works closely with the Founder & President.

Responsibilities

- Guide the development and execution of a comprehensive fundraising strategy primarily focused on individual and foundation giving. CR has a seasoned grant writing consultant; the Director of Development will provide strategic direction and oversight to this consultant.
- Develop and implement a robust major gifts program, which includes an acquisition plan for individual giving.
- Develop and actively manage a portfolio of high capacity donors giving a minimum of \$10,000, ensuring a best-in-class donor experience.
- Develop and implement appropriate and effective stewardship and prospecting strategies to produce successful outcomes, including in-person/virtual visits and strategic follow-up leading to successfully closing major gifts for the achievement of revenue goals.
- Support major gifts and manage ongoing cultivation and stewardship of donors and other constituent data, including overseeing operations and systems for record keeping, donor prospecting, and gift tracking, with assistance from the Operations and Development Coordinator, who will spend 50% of their time on development activities.
- Provide leadership and guidance relative to developing strategic cases and proposals for support as a resource for CR.



- Lead and model organizational values and represent Culture Reframed in appropriate groups, meetings, and events as needed.
- Support and partner with the ED, Founder & President, and Board Members on all major fundraising activities to ensure increased philanthropic revenue year-over-year to achieve CR's goals.
- Maintain an active understanding of the trends in the broader philanthropic landscape and position Culture Reframed's work as appropriate.
- Monitor and proactively report on the progress on the development program; create and present analyses to Board and senior members of the Culture Reframed team.
- Expand and diversify CR's donor base and work closely with other team members to identify, prospect, and build relationships with new funders.
- Oversee creation and completion of development materials and pitch decks.
- Plan and manage special events that boost institutional and individual fundraising efforts and work on special campaigns and projects as needed.
- Assume responsibility and accountability for reaching the organization's annual fundraising goals.
- Additional responsibilities as needed.

Knowledge, Skills, and Abilities

- Impeccable managerial and interpersonal skills with strong aptitude for relationship building and management
- Ability to work strategically and collaboratively with team members
- Robust project management and facilitation skills
- Self-starter with ability to work independently, including exercising initiative, judgment, and problem solving to complete assignments
- Effective, versatile, and action-oriented
- Excellent communication skills, including both verbal and written; ability to perform and communicate in a highly professional manner
- Highly organized with great attention to detail
- Curiosity coupled with strong research/analytical skills related to resource development
- Strict discretion and sensitivity in maintaining confidentiality



- Strong leadership, persuasion, and negotiation skills
- Ability to prioritize and manage multiple tasks
- Must have a strict commitment to excellence and display a high level of responsiveness to both staff and donor issues and needs

Qualifications and Experience

- As a prerequisite, the successful candidate must believe in the core values of Culture Reframed and be deeply motivated by its mission
- Bachelor's degree required
- Minimum 8 years of relevant experience in fundraising and development
- Proven ability and track record to cultivate, solicit, and secure 5- to 6-figure leadership and major gifts, including multi-year gifts
- Demonstrates the required digital competencies that result in effective usage of the full range of digital technologies
- Ability to work successfully within the construct of a remote environment
- Ability and willingness to travel
- Appreciation of, commitment to, and ability to effectively communicate the mission of Culture Reframed
- Demonstrated commitment to diversity, equity, and inclusion
- Demonstrated success increasing year-over-year funds raised across multiple donor segments

Salary and Benefits

- Salary \$95,000 - 110,000, commensurate with experience and location
- Full-time with benefits, including vacation time, sick time, holidays, and reimbursable health insurance.

How to Apply

Please send a formal cover letter and resume to hire@culturereframed.org no later than May 30, 2023. Applications will be reviewed on a rolling basis. Please indicate in your cover letter how you heard about this position. Due to the expected volume of applications, only finalists will be notified.