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www.futurewise.org

November 24, 2025

Position Title: Development Director

Starting Salary Range: \$85,000-\$100,000, commensurate with experience.

Position Type: Full-time, exempt. The position is hybrid, with at least one day of work per week in the Seattle office, and regular in-person meetings with funders and donors.

About Futurewise

Futurewise works throughout Washington state to encourage healthy, equitable and opportunity-rich communities, and to protect our most valuable farmlands, forests, and water resources through wise land use policies and practices. We are a growing nonprofit, leading nationally groundbreaking policy development, advocacy, and legal strategies in our field.

In the past five years, Futurewise has won major victories in the state legislature that require cities and counties to increase housing abundance and affordability, dismantle exclusionary zoning, prevent displacement, combat health disparities and environmental injustice, reduce greenhouse gas emissions, and foster transit-oriented, climate-resilient communities for all. These new state requirements build on Futurewise's longstanding priorities to protect the beloved ecosystems, local food systems, and natural beauty of Washington state.

On the heels of our state legislative wins, Futurewise is growing to meet the needs for successful implementation across our state. We are building new local advocacy coalitions, forming new community partnerships, and increasing staff capacity. To support this growth, Futurewise has a goal of increasing annual revenue from \$1.5M to \$2M over the next three years.

Position Overview

The **Development Director** will serve as the chief architect of Futurewise's fundraising strategy, ensuring the organization has the resources needed to grow its impact. Reporting to the Executive Director, the Development Director will design and implement a comprehensive development plan that prioritizes major gifts, institutional partnerships, and long-term sustainability. The Development Director will supervise communications and align fundraising and communications strategies to reinforce a cohesive organizational voice and brand.

The role will focus on cultivating and stewarding strong relationships with donors, funders, and stakeholders while overseeing all fundraising activities, including major donor engagement, foundation and corporate support, planned giving, and annual campaigns. While the Development Director will guide the overall strategy for events and grassroots fundraising, this role is primarily focused on building high-level donor relationships and advancing organizational capacity for long-term growth.

The Development Director will also build relationships with all staff and board and will need to understand the full range of Futurewise programs and program funding needs. A successful candidate will feel a personal connection and passion for the Futurewise mission.

The new Development Director will be joining Futurewise during a time of growth and opportunity. In the past six years, Futurewise has successfully implemented a development strategy to grow annual

revenue from \$800K to \$1.5M. This role offers the opportunity to build on recent success and catalyze the next phase of organizational growth.

Responsibilities

Fundraising Strategy & Leadership (15%)

- Develop and execute a multi-year fundraising strategy to support organizational growth and sustainability.
- Partner with the Executive Director, Board of Directors, and program staff to align fundraising strategies and priorities with organizational and programmatic needs.
- Provide strategic direction and leadership for all development activities, ensuring integration with communications and programmatic goals.
- Oversee Futurewise communications to ensure cohesive messaging, aligned fundraising and communications strategies, and effective storytelling that advances organizational goals.

Major Donors & Individual Giving (30%)

- Identify, cultivate, solicit, and steward a portfolio of major donors and high-potential prospects, deepening engagement and advancing long-term philanthropic relationships.
- Develop and execute strategies to expand and diversify the donor pipeline, with an emphasis on sustained donor growth and increased giving capacity.
- Lead membership and grassroots fundraising initiatives, including online giving, direct mail, workplace giving, and other broad-based campaigns that strengthen community support.
- Collaborate with communications staff to develop compelling donor appeals, storytelling assets, and engagement campaigns that inspire giving and strengthen donor connection to the mission.
- Partner with Board members and organizational leadership to support their participation in donor outreach, cultivation, and solicitation.
- Design and implement strategies to grow planned giving and legacy contributions, building long-term organizational sustainability.

Institutional Giving: Foundations, Corporations & Government (30%)

- Lead the development of strong, competitive funding proposals, clearly articulating how Futurewise's mission and programs align with funder priorities.
- Build, steward, and expand relationships with institutional funders; represent Futurewise in meetings, convenings, and strategic conversations that deepen funder engagement.
- Partner with program, finance, and communications staff to develop compelling cases for support, accurate budgets, and high-quality reports.
- Maintain a proactive grants calendar to ensure timely submissions, compliance with funder requirements, and effective internal coordination.
- Monitor trends and emerging opportunities in the funding landscape, positioning Futurewise to increase its visibility, diversify funding streams, and strengthen long-term institutional support.

Events & Campaigns (20%)

- Lead a review of the organization's fundraising events and develop/implement a plan to optimize the events strategy.



- Ensure events and campaigns align with donor engagement strategies and maximize return on investment.
- Manage event logistics, budgets, sponsorships, and evaluation.
- Coordinate with volunteers, contractors, and board members to maximize event success.

Systems & Stewardship (5%)

- Manage donor database, ensuring accurate tracking and reporting of gifts, pledges, and acknowledgments.
- Oversee donor stewardship, ensuring timely and personalized thank-you communications.
- Maintain development policies, procedures, and systems for evaluation and accountability.
- Establish and refine systems to evaluate fundraising effectiveness, donor engagement, and long-term trends.

Minimum Qualifications:

- 3+ years of nonprofit fundraising experience, with demonstrated success in multiple fundraising streams (major gifts, grants, events, and campaigns).
- Proven track record of personally soliciting and securing major gifts.
- Exceptional interpersonal, writing, and presentation skills with the ability to articulate a compelling case for support.
- Strong organizational and project management skills, with the ability to juggle multiple deadlines.
- Ability to think strategically and proactively about new opportunities and risks.
- Experience supervising staff, consultants, and vendors.
- Experience managing donor databases.
- Collaborative leadership style and ability to work effectively with diverse staff, board members, and stakeholders.

Preferred Qualifications:

- 5+ years of nonprofit fundraising experience.
- Relationships and familiarity with the Washington state philanthropic, corporate, and civic landscape.
- Relationships and familiarity with the national philanthropic landscape, especially in housing, climate, and community development.
- Experience with capacity building and/or capital campaigns.
- Experience designing a fundraising strategy for an organization, program, or campaign.

Benefits

- Full medical, dental, and vision coverage.
- Simple IRA match up to 3% of salary.
- Transit pass.
- Generous paid time off, including 11 paid holidays, a one-week winter break between Christmas and New Years, and accrued vacation time starting at 16 days per year.
- Flexible work environment with hybrid in-office/remote schedule.

To Apply

Please submit your resume, cover letter, and three professional references as PDFs to jobs@futurewise.org with "Development Director – [Your Last Name]" in the subject line. Address the cover letter to "Hiring Manager" and label all materials with your last name. Applications will be reviewed on a rolling basis until January 19, 2026.





Equal Opportunity Employment

Futurewise is an Equal Opportunity Employer that values diversity in all areas of our operations. We are committed to equal opportunity employment and promotion for all qualified persons without regard to race, color, age, religion, sex, marital status, sexual orientation, gender identity, national origin, citizenship, military or veteran status, the presence of any sensory, mental or physical disability, pregnancy and childbirth, family responsibilities, or any other basis protected by applicable laws, regulations, or guidelines relating to discrimination in employment.

For more information, visit the Futurewise website at www.futurewise.org.