

About the Organization

Who We Are

We take on the biggest systemic threats to justice of our time – abusive corporate power and predatory practices, the assault on civil rights and liberties, and the destruction of the earth's sustainability. We connect high-impact litigation with strategic communications and the strength of our partnerships to fight these abusive and discriminatory systems and win social and economic justice.

What We Do

For over four decades, Public Justice has been at the forefront of challenging abuse and misconduct by powerful corporations, institutions, government actors, and individuals who believe that their wealth, privilege, or access to the levers of power shield them from accountability for the harms caused by their actions and through the operation of inequitable systems and institutions. We use cutting-edge litigation to hold the powerful accountable and to proactively prevent and deter misconduct, and we pair our unique legal strategies and expertise with strategic communications to create and shape narratives, and challenge not only unjust laws but also the beliefs and assumptions that support and sustain them. Public Justice's programmatic work is accomplished through our Access to Justice, Debtors' Prison, Environmental Enforcement, and Students' Civil Rights Projects.

Our Vision

We strive for a just and equitable society where our systems and institutions are explicitly anti-racist and anti-sexist and serve the common good for the benefit of all, and where a person's opportunities and outcomes in life are not dictated by their race, gender identity and expression, sexual orientation, political or economic power, or other social identities.

About the Position

The Vice President for Development and Partnerships will build upon the organization's strong fundraising foundation to engage new audiences while continuing to cultivate its existing donor base. The Vice President for Development and Partnerships will build strategies and relationships that inspire donors to support Public Justice's work – leveraging the legal system to hold abusers of power to account. This person and their team will be charged with maintaining, and eventually growing a current budget of \$10M annually, with a sharpened focus on expanding the organization's revenue streams beyond law firms and into institutions, foundations, and individuals. This is an exciting opportunity for a creative and visionary fundraising strategist to reimagine and revitalize a storied organization's fundraising campaigns through building and implementing new approaches to donor engagement, capacity-oriented storytelling, and effective relationship management.

What You'll Do

Your responsibilities will include but not be limited to:

Organizational Leadership and Management

- As a member of the leadership team, develop the organization's fundraising vision, strategy, and operating plans with an eye towards increasing contributions over time
- Provide leadership and support to the CEO, Board of Directors, and other organizational leaders, equipping them to effectively cultivate new and existing donors
- Partner with the executive team to implement a comprehensive fundraising campaign focused on recurring revenue and new donor acquisition
- In conjunction with the legal and communications teams, provide insight into the preparation of materials that tell a compelling story to current and prospective donors

Fundraising Strategy and Execution

- Serve as the organization's leading front-line fundraiser, building and overseeing a portfolio of six- and seven-figure major donors and prospects, monitoring performance toward achieving quarterly and annual financial goals with attention toward projections in retention and increased support
- With the CEO and board, identify and cultivate major gifts prospects and close six to seven figure gifts
- Collaborate with the Board to maximize their role in fundraising, supporting individual and collective goals
- Develop customized cultivation, solicitation, and stewardship plans for different prospects and donors in the portfolio; develop and growth strategies tailored to each revenue stream
- Manage relationships with law firms, ensuring that the legal community continues to be deeply engaged in Public Justice's work and committed to ongoing financial support
- Proactively design and execute new and creative donor engagement strategies with an eye toward expanding key audiences, especially within the institutional, donor-advised and individual philanthropic community, among other potential strategic partners, leveraging volunteer opportunities, special events, and donor benefits as cultivation and engagement tools

Team Leadership

- Develop and manage the execution of the overall strategy for the department to ensure long-term, recurring, diversified fund development that meets the needs of the organization
- Identify best-in-practice development team structures and build out a team accordingly that supports the organizational goals and objectives
- Serve as a culture builder and ambassador for the organization, with a passion for diversity, equity, inclusion, and accessibility
- Manage a team of development professionals, holding team members accountable for achieving ambitious goals and ensuring they have opportunities for growth and development
- Set clear benchmarks for the team, regularly reflect on progress through data tracking and analysis, and adjust tactics as necessary to meet revenue goals

Systems Building and Project Management

- Develop fundraising frameworks and systems that can be utilized across the organization with an eye towards efficiency, quality, and effectiveness
- Create and implement tracking systems in the database for solicitation, moves management, and expected revenue; develop systems to analyze giving data and trends
- Oversee all reporting, ensuring that all donors receive accurate, timely, and compelling reports, proposals, and other items as outlined in agreements
- Manage gala strategy, identifying and cultivating compelling honorees, and ensuring that supporters renew commitments and that new attendees engage with Public Justice

Who You'll Work With

You will report to the **Chief Executive Officer** and be a member of the **executive leadership team**.

You will directly supervise at least two **experienced fundraising professionals** and have full oversight of a total development team of 3-5 members. .

Required Skills and Experience

- Commitment for Public Justice's mission, with a passion for taking on the biggest systemic threats to justice of our time – abusive corporate power and predatory practices, the assault on civil rights and liberties, and the destruction of the earth's sustainability
- 10+ years of professional experience, with at least 5 years in a senior fundraising role
- Track record of cultivating, soliciting, stewarding, and closing six- and seven- figure gifts from individuals, institutions, government, and foundations in a non-profit setting; ideally with track record of creating new and inspiring major gift programs
- Exceptional relationship building and influencing skills, with the ability to develop trusting relationships internally and externally
- Experience working in close partnership with a Board of Directors, providing strategic direction and insight as it relates to driving effective fundraising initiatives
- Demonstrated success overseeing the hiring, managing, and mentoring of a high-performing team fostering a diverse, inclusive, and equitable workplace
- Ability to thrive in a dynamic environment with a collaborative spirit and willingness to support colleagues to meet goals
- Excellent and persuasive written and verbal communication skills, with the ability to articulate a clear and compelling vision and generate buy-in for that vision

Compensation









Salary for this role is between \$200,000 and \$210,000, commensurate with experience.

Additional Details

Location and Work Environment

Public Justice operates as a remote organization, embracing the flexibility and inclusivity that remote work offers. However, recognizing the value of in-person collaboration and the need for physical office space, Public Justice has an office in Washington, D.C. Anyone based elsewhere will work remotely and have access to financial support as needed to best perform their role for the organization.

Benefits

 Work / Life Public Justice closes for business on Fridays; work week for full time staff is 30 hours	 Employer-sponsored medical insurance plan for full-time employees, their children, spouses, and domestic partners at no cost to the employee.	 Dental and & vision benefits for full-time employees and their children, spouses, and domestic partners at no cost to the employee.	 Public Justice offers generous paid time off , including 12 paid holidays, 3 weeks of vacation, 10 paid sick days; and office closure between Christmas and New Years
 Public Justice has a 401(k) retirement plan , which is open to full-time employees after they have been employed here for three months.	 Stipend to all remote team members of \$1,000 for home office set-up	 Additional insurance , including short term disability insurance, long term disability insurance, and life insurance	 Public Justice offers the most competitive paid family leave policies in accordance with local laws.

Equity at Public Justice

Public Justice is an equal-opportunity employer and values a diverse workplace. We are committed to providing an environment of mutual respect where equitable employment opportunities are available to all applicants. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or gender expression, age, national origin, citizenship or immigration status, disability, veteran status, record of arrest or conviction, or any other characteristic protected by applicable law. People of color, lesbian, gay, bisexual, queer, transgender and gender-diverse people, women, people with abilities in multiple languages, immigrants, people living with disabilities, veterans, and formerly incarcerated individuals are strongly encouraged to apply. Please [visit this link](#) to

read our Diversity, Equity, Inclusion, and Access policy statement.

Please Apply

Qualified individuals, please apply at: <https://www.on-ramps.com/jobs/3549>

Accessibility Language

On-Ramps is committed to the inclusion of all qualified individuals in the hiring process, including but not limited to those with disabilities. If you require reasonable accommodation(s) to participate in the application or interview process, please contact info@on-ramps.com.