



ROLE: Development Manager, State Support

LOCATION: Flexible

START DATE: Immediate

REPORTS TO: National Development Director

ROLE OVERVIEW

DFER is seeking a Development Manager, State Support to partner with DFER's state chapter affiliates to meet ambitious fundraising targets. Reporting to the National Development Director, this role will serve as the primary development liaison between the national development staff and state chapter affiliates, and will divide their time equitably across all state chapters. The primary function of the role is to maintain a portfolio of services, and tailor support to meet the individualized needs of each state chapter.

Ideal candidates: 1) have experience designing and executing fundraising campaigns of various sizes, including nonprofit, political fundraising, and candidate bundling; 2) enjoy designing and implementing procedures to make organizational processes run smoothly; 3) exemplify a "customer support" mindset while working to find creative solutions to challenges; and 4) possess an entrepreneurial spirit, as well as strong organizational skills to be able to provide high-quality support to all state chapters.

WHO WE ARE

Democrats for Education Reform (DFER) is a national political organization that supports elected Democrats and candidates for office who seek to expand policies and practices that work well for America's students and confront those that do not. We are education progressives who prioritize students and families, especially low-income students and students of color who should be better served by our country's public education system.

DFER partner **Education Reform Now Advocacy (ERNA)** is an advocacy group that advances education reform measures through empowering community leaders to support our legislative and political advocacy work. ERNA keeps constant pressure on legislators to champion high-quality public education.

DFER partner **Education Reform Now (ERN)** is a nonpartisan think tank that promotes increased resources and innovative reforms in K-16 public education, particularly for students of color and students from low-income families.

WHAT WE DO

- 1. Support for Progressive Education Leaders** — In an approach that is markedly different from our peers and partners in the field, DFER engages directly with candidates and elected officials to empower them to advocate for education policies that focus foremost on serving students. Our partner organization, Education Reform Now, does work that involves policy research, analysis and education that helps policy makers at all levels understand complex education issues and make informed decisions.
- 2. Informing the Education Debate** — Our coalition work reflects the breadth of our policy priorities. We work collaboratively with organizations and our community networks to create an education system that is held accountable to all kids and families.

3. Targeted Interventions and Rapid Response — DFER’s reach from the most local district relationships to state and federal policymakers, enables us to respond quickly to the changing landscape and policy trends. Activities vary significantly from project to project and may include training, policy analysis, public engagement, electoral and issue advocacy, and policy guidance for elected officials and local advocates.

KEY RESPONSIBILITIES

The Development Manager, State Support will:

- Provide strategic thought-partnership, coaching, and support to State Directors in planning and executing annual fundraising plans (nonprofit, political, and candidate bundling).
- Provide prospect research (background info, contact info, giving capacity, giving priorities / policy focus areas, etc.)
- Conduct outreach to new prospects (contacting new prospects to set up initial meetings via call times, email outreach, etc.)
- Conduct regional landscape analyses of other relevant advocacy organizations to identify potential donor targets.
- Assist with drafting grant proposals and reports (including the creation of report and proposal templates that can be used in multiple states) that incorporate state chapter goals, metrics, and narrative storylines.
- Devise and draft professional fundraising communications and donor outreach including one-pagers, pitch decks, etc.
- Maintain and update State Chapter-specific donation webpages.
- Provide State Chapter-specific metrics, impact data, and updates to be included in national grant proposals, reports, and funder meetings.
- Assist with donor meeting follow up (i.e. plan and help with executing post-meeting actions).

WHO WE’RE LOOKING FOR

The ideal candidate will possess the following qualifications and skills:

- Bachelor's Degree.
- Three-to-five years of direct fundraising experience in sophisticated and complex organizations; six or more years of fundraising experience is preferred.
- Experience working in a supportive or coaching capacity to help teams achieve ambitious fundraising goals.
- Experience in the successful research, cultivation, solicitation, and stewardship of foundation and individual donors.
- Experience within the nonprofit education and/or political campaign/advocacy sectors; and a record of achieving ambitious results in these roles.

General Skills:

- A strong interest in the advancement of DFER’s mission to ensure educational equity, and demonstrated experience operating with a DEI lens.
- Exemplary verbal and written communication skills including the ability to present strategic plans and priorities to internal and external audiences.
- An ability to thrive in a collaborative, accountable, and high achieving environment.
- Strong organizational and time management skills, the ability to prioritize tasks, meet deadlines, and manage multiple projects.
- A track record of building long-term relationships with donors, organizational leadership, and external constituents.
- Drive and persuasiveness—a self-starter who leads by example and measures success by results.

- Outstanding judgment, discretion, ethical standards and commitment to responsible stewardship.
- Proficient in Microsoft Office products.

COMPENSATION AND BENEFITS

The salary for this position is competitive and commensurate with experience. DFER is proud to offer excellent benefits: health, vision, and dental coverage; flexible spending plan; life insurance; short- and long-term disability insurance; 401K plan with a match plan; flexible spending/benefits plan; paid family leave; paid time off (vacation, sick time, and all National holidays).

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Democrats for Education Reform welcomes applications from all, and strongly encourages women, people of color, people with disabilities, immigrants, refugees & LGBTQ people to apply for this position. We are committed to maximizing the diversity of our organization and recruiting a team that reflects the diversity of students living in communities we serve.

HOW TO APPLY

Please apply as soon as possible, even if you are not available to start immediately. All applications are held in strict confidence. Interested applicants can [apply here](#). References will be requested in a later stage of the selection process.