



JOB DESCRIPTION

Job Title:	Development Director
Reports to:	CEO/President
Direct Reports:	Regional Field Directors
Works closely with:	Marketing, Communications, Finance and other divisions
Location:	Remote, with frequent travel to designated regions across North America and bi-monthly visits to IGLNA office.
Job Type:	Full-Time
Department:	Development

Scope

IGL North America, a 501(c)(3) Christian ministry organization dedicated to supporting ministry work in India, seeks a seasoned Development Director.

The primary responsibility of this position is to develop and oversee the implementation of a comprehensive strategy for Resource Mobilization involving:

- Donor Acquisition
- Donor Nurture
- Donor Development

This key leadership role also involves overseeing Regional Field Directors and marketing operations, expanding the organization's reach, and driving resource generation and mobilizing prayer to sustain and grow ministry activities in India.

Key Responsibilities:

Oversight of Regional Field Directors:

- Lead and manage a team of Regional Field Directors, providing guidance, support, and performance evaluations.
- Facilitate the development and implementation of regional strategies to increase awareness and donor engagement.
- Ensure effective communication and coordination among Regional Field Directors to maintain a cohesive approach to fundraising efforts.



Marketing and Sales Alignment:

- Oversee the organization's marketing division, ensuring alignment with the work of Regional Field Directors.
- Ensure the Marketing team develops campaigns, materials, and initiatives that promote IGL's mission, increasing outreach and engagement.
- Monitor the effectiveness of marketing campaigns, adjusting strategies as needed to meet fundraising goals.
- Coordinates with marketing and promotion team for the execution of fundraising campaigns.

Expansion and Management:

- Identify opportunities to expand the organization's reach into new regions, appointing additional Regional Field Directors as needed in consultation with the CEO.
- Ensure appropriate training and timely onboarding for new representatives, ensuring they are well-equipped to promote the ministry and drive resource generation.
- Establish Key Performance Indicators for Development department and monitor regional performance, making adjustments as needed to achieve organizational goals.
- Lead the grant writing process, including research funding opportunities, writing proposals, and managing grant reporting requirements.
- Develop and manage an annual fundraising budget, ensuring effective allocation of resources.
- Prepare regular reports on fundraising performance, including donation trends, donor demographics, and campaign effectiveness.

Resource Generation:

- Drive efforts to increase the organization's income by at least 15-20% annually, implementing strategies and initiatives to reach this target.
- Identify potential donors and prayer partners, personally building and nurturing relationships to sustain long-term support.



- Report regularly to the CEO on progress, strategies, and outcomes, providing insights and recommendations for future growth.
- Facilitate effective itineration during IGL India Leaders' visits to the U.S.A.

Qualifications

- Professing believer in Jesus Christ as Lord and Savior
- Tolerant of varying theological viewpoints, viewing all believers as brothers and sisters in Christ.
- Bachelor's degree in Business, Marketing, Nonprofit Management, or a related field. Master's degree preferred.
- Proven experience in fundraising, development, and team management within a nonprofit organization.
- Strong leadership, strategic planning, and project management skills.
- Excellent public as well as interpersonal communication skills including writing, public speaking and relationship building and negotiation skills.
- Ability to work collaboratively in a remote team environment.
- Ability to work effectively in a fast-paced environment, managing multiple priorities and deadlines.
- Understanding of Christian ministry and the unique challenges of fundraising for such organizations.
- Willingness to travel frequently across North America and travel to India as needed.