



## Development Director

The US Water Alliance is seeking a Development Director to strengthen organizational capacity in fund development and ensure long-term financial sustainability. We're looking for a strategic, mission-driven leader who can inspire donors, build partnerships, and drive fundraising.

### About the US Water Alliance

The US Water Alliance is a member-supported national nonprofit that aligns diverse stakeholders to develop common ground and transformational solutions to our nation's most pressing water challenges. Our nearly 200 members and partners include utilities, public agencies, community organizations, engineering and technology firms, environmental groups, agricultural interests, labor unions, researchers, artists and culture bearers, and many others. We:

- **Educate** the nation on the true value of water and engage an expanding base of One Water champions through mutual discovery, learning, and communications.
- **Initiate** new approaches and solutions to our most pressing water challenges, leveraging powerful partnerships, authentic engagement, and cultural strategies to advance One Water solutions.
- **Accelerate** the adoption and scaling of the mindset, practices, and policies behind the One Water approach to advance a better quality of life for all.
- **Celebrate** what works to advance the One Water movement and solutions to inspire and spread innovation in water system transformation.

For more information, please visit our website at: [www.uswateralliance.org](http://www.uswateralliance.org).

## Compensation and Benefits

The salary range is \$121,000 – \$164,000, with a midpoint of \$142,500. New hires typically receive between the minimum and mid-point; however, the actual salary offer may be slightly higher based on qualifications, internal equity, and market rates.

The US Water Alliance offers an excellent benefits package that includes:

- Health Benefits: Medical, Vision, Dental
- Short- and Long-Term Disability and Life Insurance
- Employee Assistance Program
- Flexible Spending Plans
- 401k Retirement Plan
- Paid Time Off (PTO)
- 10 paid holidays, plus a 6-day winter break at the end of the calendar year.
- Other benefits: supplemental paid leave (sabbatical, parental, bereavement), professional development, and remote work stipend.

## Location

Qualified candidates will be considered regardless of location. While most work is performed remotely, travel will be required for on-site events, gatherings, and program and/or development needs.

## Position Overview

Reporting to the Chief Executive Officer, this individual will design and implement strategies to build long-term, sustainable revenue streams, including, but not limited to, philanthropic grants, corporate partnerships and sponsorships, major donors, and the Alliance's membership structure.

As a senior leader in the organization, this position will lead Alliance fundraising efforts, with an early focus on cultivating and securing support from major corporate or individual donors and philanthropic foundations.

## What You'll Do

### Major Gifts and Philanthropic Strategy

- Develop and execute a comprehensive major gifts fundraising strategy targeting multi-year commitments from major donors and philanthropic foundations.
- Build, manage, and advance a robust pipeline of qualified prospective donors.
- Partner with the CEO, Chief Strategy Officer, and senior leadership to set and achieve annual major gifts revenue targets aligned to organizational goals.
- Contribute to long-term financial sustainability by supporting efforts to identify and leverage new funding opportunities and grow unrestricted philanthropic revenue.

### Donor Cultivation, Solicitation, and Stewardship

- Design and lead high-level cultivation and solicitation activities, including strategic events, personalized briefings, and donor meetings.
- Create customized engagement plans and stewardship strategies to deepen donor connections and inspire increased support.
- Implement recognition programs to foster loyalty among major donors.
- Develop and pilot a small-dollar individual donor program.

### Partnerships and Engagement

- Engage program leaders, board members, and senior staff in corporate sponsorship, major donor strategies, and membership growth.

- Develop compelling, tailored proposals in collaboration with team members.
- Cultivate relationships with family foundations and philanthropic advisors within core focus areas.

#### Development Operations

- Maintain accurate records of all fundraising activities in Salesforce, ensuring transparency and adherence to nonprofit best practices.
- Oversee the preparation of fundraising reports, financial forecasts, and key performance indicators, using data-driven insights to optimize fundraising strategies.
- Represent the Alliance through in-person meetings, phone calls, conference attendance, and presentations at national meetings.
- Collaborate with communications staff to ensure high-quality donor-facing materials and proposals.
- Ensure coordination of and contribute to strong proposal and report writing.

#### **Other Duties**

Please note that this job description is not designed to cover or contain a comprehensive list of activities, duties, or responsibilities that are required of the employee for this position. Duties, responsibilities, and activities may change at any time with advance notice.

## **What you bring to this role**

#### Education and Experience:

##### *Required:*

10+ years of progressive development experience overseeing comprehensive fundraising strategies, with a focus on securing six- and seven-figure gifts and developing and executing multi-year fundraising plans aligned with organizational growth and sustainability.

The ideal candidate profile will include experience:

- Successfully managing a portfolio of major donors and prospects nationwide.
- Building lasting donor relationships through personalized engagement and stewardship.
- Managing budgets and revenue tracking as it relates to fundraising goals.
- Communicating effectively both verbally and in writing, fostering collaboration and partnership development.

##### *Desired:*

- Experience in the water, environment, or climate sectors.
- Experience with facilitation and experiential learning events.
- Strong network and relationships with networks of funders and/or large individual donors.
- Experience managing or collaborating with consultants and other partners
- Experience scaling teams, systems, and playbooks
- Comfort with data-driven marketing, digital acquisition, and revenue analytics

#### Abilities:

- Demonstrated ability to set and achieve ambitious revenue targets in mission-driven organizations.
- Exceptional storytelling skills with the ability to translate complex work into clear, engaging, and accessible content, and persuasively communicate the Alliance's mission, impact, and funding priorities to various audiences.
- Understanding of 501(c)(3) fundraising ethics, legal regulations, and best practices, ensuring all fundraising activities adhere to industry standards and donor stewardship principles.

#### Skills:

- Proficient in Salesforce or equivalent CRM and data-driven fundraising systems.
- Exceptional interpersonal skills
- Strong project management skills with the ability to set priorities, meet deadlines, and oversee

multiple fundraising initiatives simultaneously.

- Ability to develop and implement communications plans aligned with organizational goals and vision, utilizing data and analytics to drive strategy and optimize impact
- Demonstrated capacity for critical, independent, and creative thinking
- Well-organized and able to work in a fast-paced environment
- Comfortable working collaboratively and efficiently to create new systems, lead implementation, and support colleagues to meet expectations successfully

Mindset:

- Passion for the mission of the US Water Alliance
- Dedicated to team success
- A self-starter, a problem solver, and detail-oriented
- Flexibility and openness to changing conditions
- Entrepreneurial, strategic, and visionary leader

**[Apply](#)**

Please submit your CV/resume, cover letter, and an original writing sample [here](#).

This position is open until filled; however, those applications received by **Monday, January 19, 2026**, will receive first consideration.

## **What to Expect**

We'll review your application materials for experience, knowledge, and abilities required to perform the job successfully. **Only those selected to advance in this process will be contacted for an interview.**

Candidates must possess current and valid U.S. Work Authorization and be eligible to work for any U.S. employer without sponsorship.

As part of our standard hiring process for new employees, employment will be contingent upon successful completion of a background check.

*The US Water Alliance is an equal opportunity employer committed to building and maintaining a diverse staff and a welcoming workplace for all. Applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, age, national origin, veteran or disability status, or other applicable legally protected characteristics.*

*If you require assistance due to an accessibility issue in the application or recruitment process, please submit a request to [hr@uswateralliance.org](mailto:hr@uswateralliance.org).*