

Job Announcement



Director of Development

Location:	U.S. East Coast preferred, negotiable for the right candidate
Reporting to:	Publisher and Chief Operating Officer
Manages:	Development Officer
Annual salary:	Starting at \$150,000 USD
Contract type:	Permanent
Working hours:	Full time

Background

[The Organized Crime and Corruption Reporting Project](#) (OCCRP) is a dynamic, growing, global non-profit media organization that is reinventing investigative journalism for the public good. By developing and equipping a global network of investigative journalists and publishing their stories, the OCCRP exposes crime and corruption so the public can hold power to account. We see a future where organized crime and corruption are drastically reduced and democracy is strengthened. Our global team includes editors, researchers, data engineers, security specialists, administrators, technologists, and strategists, each with areas of in-depth expertise.

OCCRP is seeking an energetic Director of Development, who will lead the fundraising effort to support our next phase of growth. With a current annual operating budget of approximately \$16 M, we are recruiting for this position in the wake of notable recent successes, including the [2020 Skoll Award for Social Entrepreneurship](#), a substantial grant in 2022 from the Dutch Postcode Lottery to establish ourselves in the Netherlands, and, also in 2022, a grant from USAID to set up [Reporters Shield](#), our innovative defence fund to help protect investigative journalists against SLAPP lawsuits.

Purpose of role

Our new Director of Development will focus on diversifying sources of funding, so that there is a substantial increase in the level and proportion of support we receive from foundations and non-governmental institutions. The Director of Development will have the confidence and intellectual standing to cogently make the case for OCCRP to senior leadership at such organizations, cultivating



the new resources that will allow us to continue building our highly successful global model of networked investigative reporting and strengthening our standing as a global organization.

This is a senior position, reporting to the Publisher and working closely with the Chief Operating Officer, and is ideal for a mission-driven, entrepreneurial professional comfortable conversing with private and public donors, with a strong track record of building new support for game-changing causes, initiatives, and organizations.

A successful candidate will bring promising ideas for new sources of support, have a strong familiarity and relationships with the philanthropic sphere across U.S. and internationally. They will also have experience taking new prospects from the pitch to grant signing process, finalizing proposals and donor promotional materials, and driving meaningful growth. Passion for — and the ability to articulate — the role of investigative journalism in combating corruption, countering disinformation, ensuring accountability, and strengthening democracy around the world is key. Strong writing, editing, and communication skills are a must, as well as enthusiasm for working with our global team to build understanding of OCCRP's unique return on investment.

Primary responsibilities

- Lead development and implementation of a fundraising strategy for continued growth in close coordination with OCCRP's finance team.
- Spearhead outreach to and directly cultivate new donors with a focus on private institutional donors (especially U.S.) and multi-year core grants.
- Represent OCCRP at global gatherings to build new donor relationships.
- Work with OCCRP's leadership team, as required, to support major US government funding applications.
- Draft concept notes and proposals, update promotional materials, and otherwise shape effective materials to secure new funding.
- Plan events to attract new donors featuring relevant OCCRP journalists and other staff.
- Ensure current overarching fundraising targets are met to advance sustainability and minimize risk.
- Partner with the COO to track fundraising progress, chart goals and report key updates to the Board.
- Supervise OCCRP's experienced development team, including annual performance reviews, ensuring high-quality final products, adherence to deadlines, balanced portfolios, and team ability to meet fundraising goals.
- Ensure compliance with OCCRP's Gift and Donation Acceptance Policy.

Experience & Qualifications

- At least ten years professional experience, including several years leading non-profit development efforts preferred.
- Demonstrable track record identifying and cultivating new private institutional donors.

- Experience fostering team success and optimizing individual performance and growth.

Skills

- Familiarity with/aptitude to communicate about issues of anti-corruption, financial crime, press freedom, investigative journalism, countering authoritarianism, and international development.
- Strong grasp of the non-profit media and transparency and accountability donor landscape as well as foundation operations; established philanthropic relationships preferred.
- Outstanding interpersonal skills and commitment to advancing OCCRP's mission.
- Strong analytical skills and capacity for creativity and innovative thinking.
- Strong grasp of non-profit operations and donor due diligence.
- Comfort using Microsoft Office applications (primarily Word, Excel), Google Docs, wealth screening software, and fundraising/CRM software, including Salesforce.

Personal traits desired

- Strong passion for, and ability to articulate, the power of investigative journalism to hold power to account, especially in the current global context.
- Ability to innovate and act quickly to seize opportunities, prioritize, and work independently to advance goals.
- A team player, committed to meaningfully and strategically contributing to the organization's financial strength and foundation for growth.
- Ability to work with a global team, agility to accommodate time differences, and the patience and enthusiasm to build systems and efficiencies for a growing organization.

To apply for the post

Please send a letter of application stating the skills and approach that you would bring to the post with your CV/resume (no photos) in strict confidence by email only to Ruth Gardner ruth@darylupsall.com.

Please ensure they are sent as PDF documents with the titles "*your name cover letter*" and "*your name CV*" Please put "*OCCRP – Director of Development*" in the email subject line.

As an equal opportunity employer, OCCRP values having a diverse workforce and continuously strives to maintain an inclusive and equitable workplace. We offer competitive compensation and benefits and encourage people with a diverse range of backgrounds to apply. We do not discriminate against any person based upon race, religion, colour, national origin, sex, medical conditions, family status, sexual orientation, gender identity, gender expression, age, disability, genetic information, or any other legally protected characteristics.

The deadline for application is Sunday 5th of March 2023



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Daryl Upsall International actively promotes equality, diversity and inclusion. In recruiting candidates, we seek candidates with the proven skills required; irrespective of race, gender, religion or belief, age, disability or sexual orientation.