



Job Description: Director of Development

About Akanksha

[Akanksha Education Fund \(AEF\)](#), established over 25 years ago, is a 501(c)(3) publicly supported not-for-profit organization in the U.S. that supports initiatives to improve access to high quality education for children from low income communities in India. AEF leverages the generous donations of individuals, foundations and corporations in the U.S. who see education as the key factor in ending the cycle of poverty and promoting healthy democracies. AEF has raised and granted millions to [The Akanksha Foundation](#) (a registered Indian charity). Collectively, we strive to provide children from low-income communities with the knowledge, skills and values so they can lead empowered lives and maximize their potential. Akanksha now runs a [network of 26 innovative schools](#) in partnership with local municipal corporations to provide free high-quality education to children from low-income communities in Pune, Mumbai & Nagpur. We currently serve 14,000 + students, 5,100 alumni and 800 + educators. We build a 20-year partnership with the children, their parents and community and create pathways out of poverty for them through transformative education. We are also working to strengthen the larger government school ecosystem initially in two cities in 190 schools, with 825 educators and 46,000 students.

Feel free to check out this [short intro video](#). Learn more [about Akanksha](#) and take a look at [one of our schools](#).

Summary

Akanksha Education Fund is recruiting a Full Time Director of Development to expand and steward Akanksha's overall fundraising planning and execution efforts as we enter a crucial growth phase for our organization. We are seeking an individual who is passionate about education for the underserved, interested in international development, and who has senior-level, demonstrated fundraising, business development and operational experience at a non profit or corporation and is a self-starter with an entrepreneurial drive.

The position will report to the Executive Director and will also work closely with our Board, Staff, Donors and Volunteers. The role will be remote with a preference for location in NY/NJ, California or Texas. Work may involve domestic travel with occasional evening and weekend schedules for events, calls or meetings with colleagues in India, Board or colleagues in other US time zones, based on need.

Key Responsibilities (percentages may vary based on time or need during the year):

Fundraising Strategy and Operations (~40%)

- Design, execute, enhance, and refine Akanksha Education Fund's multi year fundraising strategy including goals, metrics and KPIs and support the overall fundraising implementation effort
- Contribute to the creation and maintenance of development systems and processes that leverage the strengths of the organization and result in greater efficiency and transparency.
- Collaborate with colleagues to design and implement stewardship and retention strategies for donors as well as tracking the data related to those strategies and maintaining proper data management and administration.
- Plan and execute at least two organization-wide virtual/email giving campaigns each year and collaborate on other fundraising campaigns at global, national or local level as needed
- Plan and supervise fundraising events (in person and virtual) in different parts of the US in collaboration with colleagues, Board and volunteers.
- Manage assigned Board Committees and quarterly reporting to Board on program and fundraising updates.
- Actively interact with The Akanksha Foundation team in India to maintain a deep understanding of our mission and programming and collaborate as needed on grant making, programs and fundraising activities.

Aspire Circle & Other Major Giving (~20%)

- Work with the Executive Director and other colleagues to help manage the Aspire Circle program, currently a portfolio of 30+ sustaining donors in the US.
- Develop strategy to take this program global to engage supporters from other regions.
- Actively create opportunities for these donors to stay abreast of strategic updates and remain vested in Akanksha's success.
- Advance resources and opportunities for the Aspire Circle Program, including strategies and targets for cultivating new gifts and stewarding larger gifts from existing donors
- Conduct assessments of Aspire Circle's current and past fundraising effort and design and implement strategies to increase revenue and strengthen relationships
- Report fundraising impact to the Board, enhance fundraising culture, and encourage involvement through fund solicitation, personal giving and donor recognition.
- Proactively share program updates and facilitate meaningful connections with students, schools or leadership team.
- Manage gifts from Aspire Circle donors, ensures 100% pledge payment and renewal rate as well as growth in the program, in accordance with the organization's financial goal for this portfolio.

New Donor Cultivation (~40%)

- Collaborate with the Executive Director and Board on donor cultivation, solicitation, including prospect list creation, submission of monthly activity reports and updates to move management strategies.

- Identify prospective donors annually to expand Akanksha's donor base, either from the current donor base and through the use of prospecting and wealth screening software
- Collaborating with colleagues to support development of stewardship strategies.

Expected Skills and Competencies

- Minimum of 10 years experience in non-profit development, business development, relationship management or fundraising required.
- Exceptional interpersonal skills, with a strong attention to detail and nuance, especially as it relates to donor relationship management
- Experience managing a team of high performing professionals.
- Avid networker, preferably with an established social and professional network.
- Self-starter with the ability to think strategically and creatively to craft high value donor experiences and solve challenges
- Excellent presentation, written and verbal communication skills.
- Strong team player with deep desire to succeed in a collaborative setting with colleagues in US and India, while being able to work with minimal supervision
- Comfortable working in ambiguous settings and in a fast-paced environment, efficiently multitasking and prioritizing urgent projects or tasks as needed.
- Willingness to take on additional responsibilities as required in the role and to support the team
- Bachelors' degree required at a minimum, with knowledge and experience in a related area such as Business, Education, Non Profit management, Marketing and Communications, Fundraising.
- Proficiency with Microsoft Office and Google applications required.
- Knowledge of Bloomerang/donor management databases preferred.
- Fluency in Hindi or Marathi is a plus, but not required.

Compensation

This is a full-time position offering a competitive package range likely to be in the range of \$90,000 to \$110,000, commensurate with qualifications and experience and our assessment of your demonstrated fit for the role.

Akanksha is transparent around the salary range for our full time roles in an effort to be aligned with best practices around equity in salary. We believe in compensating staff members fairly in relation to each other, their qualifications, and their impact on behalf of the organization, and take internal and external equity seriously. Given our commitment to equity, we do not negotiate salary offers; instead each offer is determined carefully using external and internal benchmarking. You will have an opportunity to discuss salary in more detail after you begin the application process.

We also provide competitive, comprehensive benefits, recognition, and career development.

We reserve the right to modify our benefits package at any time however, current benefits for full time employees include:

- 4 work weeks of vacation/sick leave plus Federal holidays
- Professional Development reimbursement of up to \$500
- Wellness reimbursement of up to \$500
- 6% employer contribution to 401K

How to Apply

Email a one-page cover letter describing your qualifications and relevant experience, a resume and salary requirements with the subject line “Application for Director of Development” to jobs@akankshafund.org

AEF is an equal opportunity employer and we encourage individuals from diverse backgrounds with a passion for international development and education to apply for positions within our organization.