

PAI



Senior Director of Individual Giving Location: Washington, DC

DRi Waterstone
HUMAN CAPITAL

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About Us

Advancing the Right to Essential Healthcare and Body Autonomy

PAI is a nonprofit, civil society organization based in Washington, D.C. Founded over 50 years ago, they work to advance sexual and reproductive health and rights for all people through U.S. and global advocacy, partnerships with multisectoral institutions and the funding of community-based organizations across Africa, Asia, Latin America and the Caribbean.

PAI envisions a world where all people can fully realize their sexual and reproductive health and rights to achieve health equity, economic well-being and gender equality. They believe that equitable progress for sexual and reproductive health and rights is central in achieving urgent and sustained gains for the health, equality and prosperity of women, youth and at-risk communities around the world.

PAI advocates on the global stage and works with policymakers in Washington, D.C., to drive supportive and expansive U.S. foreign aid and policy for sexual and reproductive health care. They also provide flexible funding and strategic and technical advocacy support to more than 120 community-based organizations in over 36 countries so local advocates can advance sexual and reproductive health investment and policy priorities in their own countries and communities. PAI achieves excellence not by simply representing different identities, but by listening to, understanding and making room for others to thrive. Diversity, equity and inclusion go beyond representation, and they're committed to creating an inclusive and equitable workplace.

PAI has embarked upon a new era of impact and excellence. They are committed to sharing their strengths, elevating the achievements of peer civil society organizations around the world and using evidence, data and policy insights to hold U.S. and global decision-makers accountable. Despite the threats to sexual and reproductive health and rights in the United States and around the world, they know the power of advocates and are excited to bring on new team members who are inspired by community-led advocacy, accountability and collective action to demand, protect and advance sexual and reproductive health care for all.



About Us

Global Impact in Action

PAI works to advance universal access to sexual and reproductive health and rights through advocacy, partnerships and funding of changemakers.

Nearly \$7.3 million in grants, advocacy support and strategic guidance

36 countries throughout Africa, Asia and Latin America and the Caribbean

120 partner advocacy organizations





The Opportunity

Position:

PAI seeks a dynamic, fundraising professional who will be responsible for building and enhancing our individual donor portfolio, processes and strategy. The Sr. Director of Individual Giving works closely with the President and CEO, and the head of the Development and supervises a Development Department staff member. They will have primary responsibility for raising catalytic funds from individuals and family foundations at the mid and major gift levels as well as designing and executing a planned giving strategy to achieve planned giving targets. They will lead the organization's annual giving efforts, setting strategy and executing fundraising plans for sustaining and growing the number of \$1K-\$100K annual donors, the size of individual donations, and the conversion of annual donors to future major gifts to support PAI's unrestricted programming. The Director will also support major giving efforts of the President and CEO and the Department Head, and members of the Board, when necessary.

The individual giving program has seen steady annual growth in recent years. This team member will be responsible for overseeing its continued maintenance and significantly enhancing and diversifying the portfolio of individual and major gifts through new programs, targeted stewardship and meaningfully curated donor content to achieve PAI's annual and long-term fundraising targets and revenue goals.

Responsibilities:

- Lead stewardship and manage PAI's full portfolio of individual donors
- Develop and execute a strategy for new donors and major gifts
- Identify and integrate new tools and technologies (i.e. mobile) for fundraising and new donor engagement
- Position PAI with major philanthropic advisory firms, philanthropic advisers and philanthropy networks
- Develop and implement strategies for solicitation that will grow annual individual revenue, working collaboratively with the Development Department Head and other program areas in the department to advance fundraising goals.
- Actively develop and implement engagement strategies and small group gatherings to inspire donors and prospects to champion and invest in PAI.
- Schedule and hold personal meetings, both on-site and off-site, with donors.



The Opportunity (Continued)

Responsibilities:

- Oversee donor correspondence, mailings and stewardship materials.
- Build and execute an individual giving marketing and communications strategy in collaboration with the head of the Development Division and PAI's VP of Communications and External
- Develop events and coordinate logistics to ensure an exceptional donor experience, with a focus on cultivation and stewardship.
- Lead with donor prospecting, including research, rating and screening sessions.
- Assist the Development Department Head to provide support to the Board for fundraising initiatives.
- Work with the Senior Manager of Strategic Communications to enhance donor recognition in all communication strategies.
- Maintain accurate and complete records of donor communications and interactions.
- Monitor revenue and expenses related to Individual Giving on a quarterly basis and prepare regular reports on all appeal activities.
- Contribute to the growth of our planned giving program, implementing new strategies and protocols to attract new bequests.
- Evenings are sometimes required.
- Travel required.

PAI

Sexual and reproductive health is more than a hope.

It's a human right.



The Candidate

Skills and Experience:

- Bachelor's Degree and 8-12 years of individual giving and major gifts fundraising experience.
- Demonstrated knowledge of Excel and Word; Salesforce database.
- Previous experience working in social justice, gender equality, sexual and reproductive health and rights, human rights or related movement-focused organizations. A general understanding of the current sexual and reproductive health and rights landscape is a plus.
- International experience.
- Excellent verbal communication skills and proven writing skills, including experience in writing direct mail appeals and e-appeals.
- Outgoing personality and ability to initiate and enjoy direct communication with donors and potential donors; customer-service orientation.
- Ability to work well with all levels of internal management and staff, as well as independently.
- Experience with budgeting, planning and project administration.
- Ability to handle diverse, simultaneous tasks, meet deadlines, and attend to follow-through.

Company Benefits:

PAI offers a comprehensive benefits package that includes health, dental and vision care, direct contribution 403(b) retirement plan, flexible spending account.

Location:

The position is based in Washington, DC, at the PAI office, and is not eligible for remote working arrangements.



Applications should be submitted at
<https://waterstonehc.com/driwaterstonehc/position/pai-sdig/>

All first-round interviews for this position will take place via video conference with DRiWaterstoneHC.

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

Compensation:

Pay range: Annual salary range of \$140,000 - \$150,000, depending on experience. The range listed is one component of the total compensation package for employees.

Equal Opportunity Employer:

PAI believes it is strengthened by the diversity of its staff and welcomes such diversity, including race, gender identity or expression, sexual orientation, age, educational attainment, disability, and veteran status. PAI welcomes all applications from people of all cultures, backgrounds, and experiences and strongly encourages people of color and persons with disabilities to apply. PAI actively cultivates an institutional culture that reflects the values of respect, equity, and inclusion that it seeks to amplify in its work.