



Job Title: Fundraising and Development Director

Organization: ÓRALE

Employee of: Community Partners

Location: Long Beach (Hybrid)

Employment Type: Full-time/Exempt

Reports To: Executive Director

Supervises: None. May supervise staff at a later time.

Salary Range: \$75,000- \$90,000

About Us

ÓRALE is building and sustaining a thriving immigrant-led movement to end the criminalization of immigrants and secure bold protections and opportunities that allow immigrant communities to thrive.

Recent Accomplishments

UndocuFundLBC- distributed over 1 million dollars in direct financial aid to undocumented families affected by COVID-19.

Long Beach Justice Fund- advocated for and won the implementation of universal representation in the city of Long Beach.

Long Beach Liberation Fund- provided immigrant families with the bail to free their loved ones from Adelanto Detention Center.

COVID-19 Relief Work- provided immigrant communities with real-time, on-the ground resource connection, culturally sound and cohesive Covid-19 education in Spanish regarding testing, vaccination, and booster information.

What We Do

ÓRALE supports the leadership development of immigrant leaders through political education, leadership programs, wellness resources, and shared advocacy.

ÓRALE advocates and organizes to transform the systems and power structures (i.e. laws, budgets and policies) that impact our community.

ÓRALE is a regional hub for information, services, and resources for the immigrant community.

ÓRALE builds partnerships and is an integral force in local, state, and national coalitions that are advancing intersectional movements for justice.

Position Overview

The Fund Development Director is responsible for developing, managing, and executing the organization's fundraising strategy to ensure financial sustainability. This role involves identifying new funding opportunities, building relationships with donors and stakeholders, managing grant applications and reporting, organizing fundraising campaigns and events, and overseeing donor communications. The ideal candidate is a strategic thinker, excellent communicator, and experienced fundraiser who has creative ideas and who is passionate about immigrant rights.

Key Responsibilities

Fundraising Strategy & Execution

- Develop and implement a comprehensive fund development strategy to diversify revenue streams, including grants, individual donors, corporate sponsorships, and special events.
- Establish short- and long-term fundraising goals in collaboration with the Executive Director and Board of Directors.
- Identify and cultivate relationships with new and existing funding sources, including foundations, government agencies, and corporate donors.
- Lead and manage all fundraising campaigns, including annual giving, major gifts, planned giving, and peer-to-peer fundraising initiatives.

Grant Writing & Management

- Research and identify grant opportunities aligned with the organization's mission and programs.
- Write and submit compelling grant proposals, letters of inquiry, and reports to funders.
- Track grant deadlines, reporting requirements, and compliance measures to ensure timely submission and adherence to funder guidelines.

Donor Engagement & Stewardship

- Develop and implement strategies to engage and retain donors, including acknowledgment, recognition, and impact reporting.
- Maintain donor records and track interactions using a donor database (e.g., Salesforce, Bloomerang, or another CRM).
- Collaborate with the communications team to create donor-focused materials, including newsletters, social media content, and annual reports.

Event Planning & Corporate Sponsorships

- Plan and execute fundraising events, including galas, benefit dinners, and online crowdfunding campaigns.
- Develop sponsorship packages and cultivate relationships with corporate sponsors to support events and initiatives.
- Manage event logistics, marketing, and donor participation in collaboration with staff and volunteers.

Board & Stakeholder Collaboration

- Work closely with the Executive Director and Board of Directors to leverage networks and support fundraising initiatives.
- Provide regular updates on fundraising progress, trends, and opportunities.
- Engage board members in donor cultivation, solicitations, and stewardship activities.

Other

- Lead development staff and volunteers, when applicable.
- Perform other duties as required.

Required Qualifications & Experience

- Minimum of 5 years of experience in nonprofit fundraising, development, or related field.
- Proven track record in securing grants, individual donations, and corporate sponsorships.
- Strong grant writing skills, with experience in managing grant applications and reporting.
- Demonstrated ability to develop and execute fundraising campaigns and events.
- Experience managing donor databases and CRM systems (e.g., Salesforce, Bloomerang, Raiser's Edge).
- Excellent written and verbal communication skills, with the ability to craft compelling donor messages.
- Ability to build and maintain relationships with diverse stakeholders, including donors, foundations, and community partners.
- Knowledge of immigration rights, social justice, or human rights issues is strongly preferred.
- Experience working in a small nonprofit environment with limited resources and a hands-on approach.

Desired Qualifications & Experience

- Experience with, and interest in, issues of immigrant rights, and/or racial equity.
- Bi-lingual a plus.
- Knowledge of the state/regional funding landscape.

Skills & Competencies

- Strategic thinking and ability to develop long-term fundraising plans.

- Strong organizational and project management skills with the ability to multitask and meet deadlines.
- High level of initiative, self-motivation, and ability to work independently.
- Adaptability and problem-solving skills in a fast-paced, mission-driven environment.
- Superior verbal and written communication skills. Must be able to compellingly articulate the mission, programs and stories of our organization in writing.

Physical Demands

- Able to work on a computer, including sitting at a desk for extended periods of time, with reasonable accommodation.
- Able to lift objects weighing up to 20 pounds.
- Able to stand, kneel or reach occasionally.

Other

- Overnight travel within California or the U.S. may be required.
- Access to reliable transportation.

Why join the ÓRALE team?

- We offer generous health benefits, salaries, 403b retirement options, and a monthly cell phone stipend to all staff.
- Clear community focus: Our team gets to work with dedicated and growing community membership committed to the abolition of immigration detention and nurture immigrant leadership in our community.
- You'll be working with directly impacted staff who are dedicated and passionate about advocating for immigrant rights.
- ORALE will pay DACA renewals for impacted staff members.
- Every other Friday off to allow our team to recharge
- 11 paid Holidays, 2 Floating Holidays, Cumulative Vacation Time, Sick days; plus we are closed 3 weeks in December and one in the summer.

How to apply: Email a writing sample relevant to this position (Grant Proposal, grant report, etc). Send a resume, a cover letter, and contact information for two people who are familiar with your work, experience, and character.

Send materials to: maribel@orale.org. Review of materials will begin on March 17, 2025. Job will remain open until filled.

If you are selected for an interview, our team will contact you directly.

Community Partners® is an equal opportunity employer committed to a diverse and inclusive workforce. In addition, the organization will consider for employment qualified applicants

with criminal histories in a manner consistent with the requirements of the Los Angeles Fair Chance Initiative for Hiring. We welcome applicants from diverse backgrounds and seek to hire qualified staff who reflect the rich diversity of the community we serve.