CONFLUENCE PHILANTHROPY
OWN WHAT YOU OWN

Vice President of Development
Job Announcement

Organization Overview

Confluence Philanthropy is a non-profit, membership-based network with a mission to transform the practice of investing by aligning capital with our community's values of sustainability, equity, and justice. In 2026, we launched a public benefit LLC, Confluence Overview Effect, to better serve the investment managers in our network. Our membership consists of 250 foundations, family offices, and investment firms committed to addressing the most intractable environmental and social issues of our time. They represent over $3 trillion in managed capital. Members are predominantly based in the U.S., with some abroad.

Confluence is a tight-knit, collaborative team that is deeply engaged with a diverse membership motivated by a shared sense of urgency. We are prized by our members for thought-provoking and industry-shifting content. We host two annual multi-day conferences, regional, and virtual learning and networking events throughout the year. We remain an intentionally lean organization with a budget of $3MM and nine staff. Most of our resource base is earned revenue.

Position Overview

The Role: The Vice President of Development (VPD) is a member of the Management Team and leads the revenue generating functions of the organization with a predominant focus on fundraising (sales, grant funding, and corporate sponsorships), membership engagement (recruitment vs attrition) and brand management. This position supports the Executive Team in decision-making around organizational growth and strategy and manages Overview's Business Advancement & Membership Committee. The Vice President of Development leads a team of 3.50 full-time staff.

The Culture: Confluence is a fast-paced, dynamic organization with multiple initiatives. The culture of our organization is deeply committed, focused, highly collaborative, and strives to be "the best" at what we do – which is stewarding an investor community, serious about protecting people and the planet.

The Leader: The Vice President of Development embodies a mindset of abundance – time, resources, and relationships come easily. They are exceptionally well-organized, uphold transparent team processes and works efficiently. This leader is present and inquisitive, captures details, and builds business and philanthropic partnerships that feel regenerative. The successful hire is a multi-tasker with exceptional skills in planning, team management, and execution.

The Path: The Vice President of Development is a collaborative strategist who creates and executes plans by working with others. They have a proven entrepreneurial mindset that makes change by building trust. High social intelligence, exhibited in a discreet and effective communication style are key characteristics for working with our members. Since, ultimately, people are at the heart of our mission, the Vice President of Development exhibits gratitude naturally, makes supporting Confluence easy and rewarding, and enjoys spending time with our members. This requires a focused leader who is available for travel and

local evening networking on a regular basis. The pathway to leadership is to become the Chief Development Officer.

The Package

Reports to: CEO
Compensation: Full-time with a $160,000–$175,000 salary, plus highly competitive benefits .
Hybrid Location: New York City (mid-town) Office – required minimum 4 days per week in office. Eligible candidates must legally reside in New York or New Jersey.

Responsibilities

- Membership Cultivation and Recruitment (30%).
    - Confluence is a relationship-based investors network. Cultivate the network's values within the organization and the network defined by a shared commitment to member-driven social change.
    - Lead strategy development and implementation of annual member recruitment and retention.
    - Oversee internal systems to motivate and manage staff in setting and meeting annual recruitment and retention goals; lead monthly recruitment team meetings; develop dashboards to track membership recruitment and participation for the Board. Regularly share progress updates internally for accountability and coordination.
    - Collaborate with Program Team to inform Confluence's member engagement process and deepen member services. As part of that, develop authentic relationships with members and partners to enrich the membership experience.
    - Oversee the Development and Program Teams in development related responsibilities.
    - Expect 3-5 trips per year.

- Grants, Sponsorships and Reporting (25%)
    - Lead grant development and sponsorship solicitation strategy and execution.
    - Oversee the development team to craft fundraising strategies and grant workplans; manage data points and building the story; devise reporting materials for grants; oversee the creation of the Annual Report.
    - Craft and execute donor cultivation plans, including relationship development, solicitation, and stewardship.
    - Effectively guide and support the Board and Executive Team in meeting annual fundraising campaign goals.

- Communications and Marketing (15%):
    - Play a strong role in protecting, managing and building Confluence brands by overseeing marketing communications and the use of social media.
    - Oversee branding guidelines and advise protocols for the use of social media.
    - Oversee communications consultant(s) and staff hires as related.

- Donor Recruitment and Recognition Events (20%)
    - Deploy the Executive Team and Board effectively to maximize development and marketing opportunities.

  - Own the production of donor and sponsorship recognition events and benefits.

- Business Development (10%)
  - Strategize with the Executive Team in evolving the business model to improve the organization's financial position and strength.
  - Develop new business opportunities including significant industry partnerships and strategies to further diversify revenue streams.

Qualifications

Confluence is committed to employing humans. We ensure that our team embodies the professionalism and hard skills expected of this competitive position so that the use of AI is not required to perform duties.

- Minimum ten years of experience in nonprofit fundraising – grantwriting, donor cultivation, recognition events, and sponsorship.
- Direct experience securing grants and closing gifts in the $50,000-$250,000+ range.
- Minimum five years' experience in developing and structuring corporate partnerships.
- Minimum five years' experience in managing a team of direct reports.
- Experience developing and leading a team to implement fundraising strategies required – an example presentation and mock donor pitch will be a component of the interviewing process.
- Experience in a membership organization highly desirable.
- Exceptional written and oral communication skills.
- Degree in business, marketing, communications, nonprofit management, or equivalent experience, graduate preferred.
- Attention to detail, highly organized, efficient, with a self-directed work style.
- Ability to manage multiple projects simultaneously. Exceptional time-management skills are required to succeed.
- Demonstrated interest in environmental and social investing and/or innovations in the philanthropic, financial or social enterprise sectors.
- Ability to travel 3-5 times per year, with 2-4 external local events per month (early evenings or weekend social events).
- Ability to perform well under pressure, with patience and a sense of humor.

To apply: Send a cover letter and resume to hiring@confluencephilanthropy.org. Please note that the hiring process will include a written exercise, a sales presentation, and a thorough reference and background check. Position open until filled.