



DEVELOPMENT DIRECTOR

Position Type: Contract

Hours: 40 hours/month

Salary: \$2,500/month

Application Deadline: September 22, 2023. Applications are reviewed on a rolling basis.

Location: Austin, TX

ABOUT OUTsider

OUTsider is an Austin-based transmedia nonprofit that celebrates the bold originality and creative nonconformity of the LGBTQ+ communities through the presentation of provocative, overlooked and out-of-the-box film, dance, theater, performance art, music, writing and visual art. Through its annual festival and conference, OUTsider unites queer artists, audiences and scholars from around the globe to exchange ideas, ignite conversations, transcend boundaries and experience new pleasures through artistic discovery.

OUR TEAM

OUTsider is managed and led by a dedicated, passionate working Board of Directors. The paid staff consists of two (2) Co-Artistic Directors, an Operations Director, and the Development Director. Longtime board members from OUTsider's Executive Committee fill the other two staff roles. In close collaboration with the board and staff, the Development Director will lead the development and fundraising for OUTsider's annual festival and 10th-anniversary fundraiser in 2024. We are a remote team that meets occasionally in person and on Zoom.

JOB DESCRIPTION

The Development Director is a contract position that will lead the design and implementation of all fundraising efforts for OUTsider. This position will work most closely with the Board President, Co-Artistic Directors, and Operations Director. They will also collaborate with other board members. The start date of this position is flexible, but we are hoping for someone to start in late October to early November 2023. This position is based in Austin, TX, and is a firm requirement.

Primary Responsibilities

- Develop and implement an annual development plan for the organization, including fundraising campaigns for Amplify Austin and Give OUT Day
- Provide advice on how to responsibly grow the budget using anti-racist and anti-capitalistic funding strategies
- Facilitate training sessions for the board to strengthen individual fundraising skills
- Work collaboratively with staff to prepare and submit grant proposals and reports
- Deepen existing donor relationships and grow new relationships with individuals, foundations, government, and corporations
- Work collectively with the board and staff to ensure that the external story of OUTsider is clear and consistent
- Manage and update funder and donor records and fundraising timelines
- Conduct routine prospect research as needed

Competencies

- Able to see the big picture, connect priorities and initiatives together and provide innovative thinking to “connect the dots” around key event components
- Knowledge of both traditional and new approaches to fundraising and marketing in the nonprofit sector
- Organized with excellent attention to detail
- Able to communicate and work effectively with a diverse range of constituents and tailor communication style to a variety of audiences
- Excellent judgment, with the ability to employ critical thinking and proactively seek the context needed to make good decisions
- Excellent planning and project management skills and drive projects forward from conception to completion

Qualifications

- At least 4+ years of progressive professional experience in fundraising
- Knowledge of navigating non-profit industrial complex and philanthropy
- Desire to be on a collaborative, curious, and creative team
- Demonstrated communication skills (verbal and written)

Bonus Skills and Experience

- Familiarity with Community-Centric Fundraising Principles
- Experience working in the arts and performing arts fields
- Have established relationships within the philanthropic sector
- Experience working in Airtable and other CRM databases

COMPENSATION

The compensation is a monthly payment of \$2,500. Since this is a 24-month grant-funded position, we want to be transparent that this amount cannot be negotiated. We acknowledge that this salary requires flexibility to accommodate other professional engagements. We will work closely with our final candidate to determine the best working schedule to meet everyone's needs.

HOW TO APPLY

Please use this [link](#) to submit your application. If you have questions or problems accessing the form about this position, please email jina@outsiderfest.org.

INTERVIEW PROCESS

- **September 1- 22:** Applications are open and reviewed on a rolling basis.
- **September 1- 29:** 30-minute first round of Interviews conducted by OUTsider's Development Consultant.
- **October 2 - 6:** One-hour interview with the Board President, Co-Artistic Directors, and Operations Director.
- **Week of October 16:** Offer is made to the final candidate.