



Director of Development

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BOSTON | NEW YORK

Beyond Conflict seeks a curious, socially conscious, rigorous thinker as Director of Development to design and grow a newly evolving and comprehensive development program.

About Beyond Conflict

With an unsettled and disrupted country and world shifting the ground beneath us, Beyond Conflict may be one of the most relevant nonprofits of today. Current work of Beyond Conflict focuses on racism and exclusion, the migrant and refugee crisis, and political polarization and division.

Founded in 1992, Beyond Conflict is a global nonprofit organization based in Boston whose mission is to address the causes and consequences of conflict. By combining insights from brain and behavioral science with its experience in conflict resolution, Beyond Conflict seeks to prevent violence and promote peace. Beyond Conflict envisions a world of durable peace built on respect, equity, and inclusion.

Historically, Beyond Conflict worked with government, nonprofit organizations, and community leaders to create powerful and innovative frameworks to open pathways in peace talks, transitions to democracy, and national reconciliation in the aftermath of division and violence in over 75 countries. Beyond Conflict catalyzed the field of transitional justice, facilitated the establishment of the Truth and Reconciliation Commission in post-apartheid South Africa, and charted a course towards peace and reconciliation in Northern Ireland, Central America, Cuba and other divided societies grappling with difficult social challenges.



In recent years, Beyond Conflict has become a leader in developing scientifically driven solutions to reduce conflict, increase tolerance, and facilitate positive change in the United States and abroad. Its work is guided by the belief that when we learn about our brains and understand *how* we think, we increase our own agency and resilience, and this knowledge can empower us to change *what* we think. Beyond Conflict has become widely acknowledged as a catalyst in the field of Neuroscience and Social Conflict.

Given the current demand for and relevance of Beyond Conflict's offerings, it is investing in fundraising, business development, and strategic communications in order to increase the visibility of its work, promote its impact, and grow and diversify its revenue base. Its projected revenue mix will be a combination of philanthropy, government contracts, and earned revenue from consultations with non-governmental agencies and the commercialization and licensing of its products and services.

Beyond Conflict just released a report on political polarization in the United States entitled *America's Divided Mind* and is about to publish other groundbreaking pieces that promise to change its trajectory in new and exciting ways. The report can be found at <https://beyondconflictint.org/americas-divided-mind/>.

Now is an opportune time to join this dynamic organization.

About Philanthropy at Beyond Conflict



Funding for Beyond Conflict has largely come through a small number of significant investments from individuals and through government and foundation grants. The organization has grown to a degree that will require a broader base and more diverse mix of support.

Over several years, Beyond Conflict has been laying the groundwork for a stronger program of philanthropy, recruiting Board members with an ability to support the organization and leverage their network to introduce new prospects. Beyond Conflict offers a powerful program at a critical time and now needs to build the revenue stream that will allow it to deliver its full potential. In the near term, the Beyond Conflict is primed for growth with intentions to double in size.

About the Position

A recent transformational gift has allowed Beyond Conflict to grow its organizational capacity to recruit a Director of Development and to provide the runway to develop funding relationships that ensure a healthy and sustainable financial position.

The DoD will be an entrepreneurial, high achieving, and optimistic fundraising professional with the skills, experience, and leadership needed to take on this exciting opportunity. A well-rounded development professional, the DoD will be responsible for creating and executing a comprehensive fundraising strategy. Initially, the fundraising strategy will focus on high net worth individuals and corporate and foundation relationships, eventually evolving into a fully comprehensive program.



The right candidate will believe in the mission of Beyond Conflict, see its potential, and be able to develop the cultivation and communication strategies that will secure support. The DoD will report to the Executive Director. They will partner closely with the CEO, Board, and senior leadership. In doing so, the Director must be astute, diplomatic, inquisitive, collaborative, and comfortable with calculated risk. The Director must also work both closely and autonomously with prospects and ideas.

Key Responsibilities

- In partnership with the Executive Director, create a viable strategic plan for fundraising – including rationale, areas of investment, and expected outcomes and ROI.
- Draw on best practices, adapted for Beyond Conflict, to identify and engage relationships, increase revenue, represent the organization well, and steward donors effectively.
- Provide day-to-day direction on all fundraising opportunities and activity.
- Manage a portfolio of individual and institutional donors.
- Proactively support the management of donors whose primary relationship is with the founder, ED, or other key stakeholders.

- Advise colleagues throughout the organization about best practices on lead generation, qualifying and vetting opportunities, proposal development, prospect research, reporting of results, and fundraising messaging through informal mentoring or formal training and presentations.
- Evaluate the fundraising plan and regularly report progress against strategic and operational goals.
- As opportunity shapes and presents itself, recommend investments that will further growth and sustain fundraising.
- Ensure that fundraising is a top priority of Beyond Conflict's staff and volunteer leaders.

Key Qualifications

- Minimum of 10 years working in major gifts fundraising; experience working with institutional donors a plus.
- Proven track record of success in identifying, qualifying, cultivating, soliciting, and stewarding 6-figure and larger gifts.
- Proactive self-starter able to work in a fast-paced, innovative environment.
- Outgoing and positive personality with strong interpersonal skills, a collaborative working style, and an entrepreneurial mindset, including a willingness to take risks and advocate for unconventional ideas.
- Interest in and capacity to translate complex, nuanced science-based content in a clear, concise, accessible, and powerful manner.
- Strong written and verbal communications skills.

Beyond Conflict is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind: Beyond Conflict is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. Beyond Conflict believes that traditional hiring practices have historically and systemically marginalized entire groups of people — including people of color, people from different socio-economic backgrounds, women, and people in the LGBTQIA+ community, to name a few. Beyond Conflict believes that they are better as an organization when they work to deconstruct the barriers and build a team that has authentic representation from diverse communities, backgrounds and beliefs. Hence, Beyond Conflict strongly encourage qualified candidates from those mentioned as well as other marginalized communities to apply for roles within their team.

Please email your cover letter and resume in confidence to:

beyondconflict@developmentguild.com

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About Development Guild DDI

Development Guild DDI is a nonprofit leadership development consulting firm that provides nonprofit executive search, fundraising counsel, and campaign services. We bring a powerful combination of discipline and innovation to every client engagement, delivering solutions that are both strategic and deeply rooted in experience and analysis. Drawing upon more than 2,500 client engagements and 40 years working in every nonprofit sector, our collaborative approach is distinguished by candid dialogue and supported by cutting-edge technology. We commit to understanding and respecting your unique culture and to translating that knowledge into viable solutions.

