



**CHIEF DEVELOPMENT OFFICER
GALVANIZE USA | GALVANIZE ACTION
LOCATION – REMOTE**

ORGANIZATIONAL OVERVIEW

Galvanize USA [501(c)(3)] and Galvanize Action [501(c)(4)] envision an America where everyone can thrive, but we are at risk of moving further away from that vision every day. In the past year, we have seen fundamental rights stripped, racial and gender equity attacked, and an increase in othering. Disinformation narratives designed to fuel division are on the rise, as is the tendency to engage in violence. The current landscape has left many Americans disillusioned or disengaged – a situation that has serious consequences for our democracy.



Galvanize USA and Galvanize Action combat this rising polarization and authoritarianism by engaging with millions of women in the moderate middle to grow their support on key issues and increase pro-democracy behavior. They have developed specific expertise with women in rural, small town, and suburban communities, and with white women – the single largest voting bloc in this country. By effectively connecting with this audience, Galvanize USA and Galvanize Action are filling a critical gap in the field and providing a complement to the important work ally organizations are doing to engage historically marginalized communities. Together, they are building support for a strong, multiracial democracy and a vibrant, inclusive society.

Galvanize USA, Galvanize Action, and the unconnected One For All Committee (527 organization), which delivers political persuasion ads to moderate white women to ensure victory in key battleground states, have achieved rapid growth in recent years while building on proven success in strengthening their audience’s support for progress. Strategies for 2024 have focused on scaling impact and the need to raise significant resources to connect with over nine million moderate women. The three entities have collectively raised over \$65 million as of mid-October 2024, more than tripling previous years’ revenue totals. As the organization is making connections during the critical 2024 election year, it is also building momentum for lasting change in 2025 and beyond.

Galvanize USA and Galvanize Action root their work in the Rust Belt, with a focus on Michigan, Wisconsin, Pennsylvania, and Ohio.

ROLE SUMMARY

The Chief Development Officer (CDO) oversees all aspects of Galvanize USA and Galvanize Action fundraising activities as well as those of the One For All Committee Super PAC in operation during election years, thereby providing strategic leadership for the planning, implementation, evaluation, integration, and administration thereof. The CDO, a newly created position, is responsible for a comprehensive and strategic fundraising program that will sustain and fully leverage the influx of support Galvanize USA/Galvanize Action has received to date. Reporting to the Executive Director and serving as a member of the Senior Leadership Team, the CDO oversees a current development team of five staff across the areas of individual giving, institutional giving (including foundations and corporate



sources), and development operations and administration. The CDO leads efforts to advance philanthropy and donor understanding of and engagement with the programs and priorities of Galvanize USA/Galvanize Action.

CANDIDATE PROFILE

The ideal candidate will possess strong capability in each of the following areas: strategic thinking; people and systems management; written communications and marketing; interpersonal skills vis-à-vis staff and stakeholders at every level; and in presenting, including serving as the Executive Director's proxy when appropriate.

While Galvanize USA/Galvanize Action will consider a broad range of backgrounds, the ideal candidate will have the following qualifications/experience:

- Commitment to the mission of unlocking the power of women to advance progress for all. Passion for politics and current events and a sophisticated understanding of the current political landscape.
- Commitment to understanding how race, class, gender, and other equity issues operate to create systemic oppression as well as deep commitment to doing the work of unlearning these habits as part of Galvanize USA/Galvanize Action's individual and collective work.
- Fundamental approach to development as relational organizing, engaging supporters as partners in achieving mission.
- Ten or more years in nonprofit fundraising with increasingly responsible experience in the creation and execution of development strategy, programs, and systems as well as an established track record of increasing philanthropic revenue; minimum of two years working in political fundraising. Clear understanding of 501(c)(3), 501(c)(4), and political organizations' legal considerations and structures.
- Five or more years of experience managing a team of development professionals. Ability to recruit, lead, evaluate, and develop staff and contribute to the ongoing fostering of a results-oriented, multiracial/multicultural workforce. Track record of maintaining best practices, clear goals, and shared accountability, as well as working cross-departmentally when necessary to achieve results. Experience managing budgets and revenue forecasts.
- Broad knowledge of all functional areas comprising a comprehensive development program (e.g., individual, institutional, major, and annual giving; digital fundraising; stewardship; operations) and fundamental adherence to the principles, ethics, and best practices of modern fundraising, including the integration of various giving programs to diversify the funding base and cultivate greater donor commitments.
- Demonstrated success in developing the case for support and strategic, innovative fundraising plans, and executing those plans to achieve goals. Experience collaborating with executives, senior staff, and board or other volunteer leaders on development-related activities, providing them with quality support and intelligence and increasing their comfort with and success in fundraising.
- Demonstrated ability to integrate data into decision-making and strategy development.
- Experience identifying, cultivating, soliciting, and stewarding major gifts from individual and institutional donors at the level of six to seven figures or greater.
- Demonstrated commitment to and understanding of how to build diversity, equity, and inclusion in the development function; culturally competent with respect to issues such as racial, cultural, religious, sexual, and gender identity. Skilled at delivering solutions in evolving, multi-cultural environments.

- A forward thinker with a track record of utilizing new methods of constituent engagement and connectivity.
- Working knowledge of modern data management practices and innovations that can streamline development processes and contribute to the integration of related functions.
- Computer proficiency with Google Suite, MS Office, NGP VAN/EveryAction, Slack, and Asana or the ability to independently and quickly learn.
- Ability to travel on a national scale as needed, including spending time in Seattle, Washington while closely working with the Executive Director (especially during early stages of the CDO's tenure).

HIRING STATEMENT

Galvanize USA is currently a project of Hopewell Fund, a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. Hopewell Fund is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. Hopewell Fund's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

E-Verify

Hopewell participates in [E-Verify](#) and will provide the federal government with employees' Form I-9 information to confirm authorization to work in the United States. Job candidates and employees authorized to work [may not be discriminated against](#) on the basis of national origin or citizenship status.

Download the full position description via the following link:

<https://dsgco.com/search/21506-galvanize>

The Hopewell Fund and Galvanize USA have retained the DSG Fundraising & Advancement Practice of the Diversified Search Group to assist in this confidential search process. Inquiries, nominations, and applications (current resumes and cover letters) may be submitted via the following link or directed to the leader of the search team:

<https://talent-profile.dsgco.com/search/v2/21506>

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