



Kasih Initiative is Hiring: Grant Writer

Contract-to-Hire

Location: U.S. Remote (highest preference for candidates based in Colorado; we are unable to hire in California, New York, New Jersey)

Status: 30 to 40 hours/week, contract-to-hire (contract with transition to full-time salaried)

Compensation: \$25 to \$30/hour during contract. \$55,000 to \$65,000/year, plus full benefits (~\$7,000) and bonuses once hired full-time.

Do you want to get very, very good at this craft, and get paid to do it for organizations you believe in?

Kasih Initiative is looking for an experienced Grant Writer who loves this work for its own sake. Not as a stepping stone to something else, but because you find the work itself satisfying: the puzzle of a funder's priorities, the discipline of a budget that reconciles, the moment a narrative finally clicks into the shape it needed to be.

You will work closely with nonprofit leaders doing some of the most meaningful work in the country, across conservation, outdoor equity, education and mentorship, health equity, immigrant and refugee services, workforce development, and more. You will help them access the funding they need to thrive, and you will get paid to learn about and participate in movements that matter.

About Kasih Initiative

Kasih (Indonesian for "to give, to love, to thank") is a grant writing and development firm. We partner with visionary nonprofits to move money to movements that matter. We offer strategic, relationship-centered fundraising support, and we are known for blending technical excellence with deep care.

As we grow, we are intentionally building a team of high-caliber professionals who want to work in their zone of genius, lead with empathy, and build something sustainable together.

Where We're Going

Our goal is to make a big impact in the world. We are members of 1% for the Planet, a global organization whose mission is to accelerate smart environmental giving, and Kasih Initiative has pledged at least 1% of our revenues to organizations that help protect the planet. We are also taking on projects that have a direct impact on sustainability efforts in Indonesia, and that is just the beginning. As we continue to grow, so does our capacity to support movements around the world through innovative, values-aligned fundraising.

What You'll Do

Here is what your day-to-day might look like if you join us:

- Own a portfolio of 5 to 7 nonprofit clients, with an average of 2 to 4 submissions per client per month (numbers will shift as we continue to improve our systems, processes, and technology)
- Write LOIs, grant applications, and reports that are strategic, factually grounded, and delivered on time
- Research funding opportunities and make the call on which ones are worth pursuing, including the ones that are not
- Review every application's requirements before drafting: all questions, character limits, attachments, and deadlines
- Develop budgets that align with the grant narrative and reconcile to the client's actual financials
- Lead client calls, manage relationships, and provide clear, confident communication with Executive Directors and development staff
- Coordinate with clients to gather information even when they are busy, setting clear expectations and following up with care until the job is done
- Deliver initial drafts early and ahead of deadlines
- Keep our pipeline accurate in Airtable, and help improve and evolve the internal systems we all rely on (we use Airtable, Google Workspace, Hiver, and more)

What Success Looks Like in This Role

At 90 days, here is what we expect:

- Your clients trust you and come to you with their strategic questions, and your manager is not stepping in
- Your drafts may need minor tweaks, not major overhauls
- Nothing has surfaced in the middle of a draft or at submission that should have been caught at intake
- Your recommendations on which opportunities to pursue get accepted without rework
- You handle shifting timelines and high volume with grace
- You have caught at least one strategic problem that nobody else caught (this is the bar we are really looking for!)

Our AI Usage

We use AI, deliberately, every day, and we expect you to as well. We also believe that AI scales mediocrity very efficiently, and that the difference between a proposal that gets funded and one that does not lives entirely in the judgment a person brings before and after the tool runs.

So here is how we think about it. You direct it. You supply the context and the strategy it cannot always infer. You own every single word that reaches a client. If you are excited about AI as a way to spend less hours on the repetitive part of this work and more hours on the strategic thinking, you will fit right in here. If you are hoping it will replace your critical thinking, this will not work out.

You Might Be a Great Fit If...

- You have grant writing experience and understand how to communicate effectively with funders, craft compelling narratives, and navigate nonprofit development with confidence

- You catch the details other people miss, and you know that missing one at the start creates a much bigger problem later
- You have worked inside or alongside nonprofits and understand their pace and challenges
- You are great with people and know how to lead a call with an Executive Director
- You do not wait for others to tell you what to do; you take ownership, and you deliver
- You love structure, organization, and systems that help you do your best work
- You want real autonomy over how, where, and when you work
- You are excited about AI as a tool to expand your capacity rather than replace your thinking
- You have worked in less-than-great environments and now deeply value a healthy workplace culture
- You are passionate about justice, equity, and social good, and you want your work to matter
- You are curious, growth-minded, and coachable, and feedback visibly changes your next draft
- You hold a high standard and take pride in your work
- You like being paid to get better at your craft

This Role Is Not for You If...

- You want to manage internal staff
- Grant writing is a stepping stone for you toward something else
- You need a great deal of structure handed to you
- Deadlines are aspirational rather than fixed
- You would let an AI draft go out without verifying the facts
- Client-facing work drains you

What You Get

- \$25 to \$30/hour during the contract period
- \$55,000 to \$65,000/year upon transition to full-time salaried, plus bonuses
- 100% employer-paid health, dental, vision, and life insurance (upon hire)
- Unlimited PTO after 1 year of employment
- Paid professional development
- Annual staff retreats
- Client site visits

Where This Can Go

We are a growing firm in a field that is changing fast. As AI continues to develop, we intend to stay at the front of it, not because the technology is exciting on its own, but because it lets us do more for the nonprofits we serve. That means the person in this role gets to help figure out what excellent grant writing looks like in a field that is being rebuilt in real time. As the firm grows and the work evolves, we develop our team internally first. New roles, new skills, and new responsibilities go to the people already here.

What Our Team & Clients Say

“There’s a lot I love about working at Kasih! I truly believe the work we do is valuable and makes a difference in the lives of many people and even environments. Especially people that need a boost, support, or representation in some way... Even though I am working for someone else I get independence over how, where, and when I work and I find that very rewarding and motivating.” — Angelica Andrade, Grant Writer

“We were selected to move into the finalist round for the Impact 100 grant opportunity... During the site visit they actually asked us, who wrote this grant for you... They said this was an outstanding grant, a really excellently written grant application... We were up against 200 other organizations.

...The attention to detail, and really looking carefully at all of the eligibility requirements and the scoring rubric... that is what's going to make the difference. The difference between 356 and 356.7 is writing a really outstanding, highly detailed grant application.

...Since we started working with Kasih, we have been able to win around a million dollars in grants... In that time we've won a few multi-year grants, which makes a huge difference, especially right now with all of the volatility in the philanthropy ecosystem.”

— Ellie Adelman, Founder & Executive Director, The Village Institute

► [Watch the video testimonial](#)

Requirements

- Strong writing, editing, and communication skills
- Comfortable using or learning Airtable and AI tools (ChatGPT, Gemini, NotebookLM, etc.)
- Google Workspace and Drive proficiency
- Hours are flexible, but some availability M to F from 9 to 5 MT is required for virtual meetings
- Consistent access to a computer, high-speed internet, and a quiet meeting space
- Legally authorized to work in the U.S.

How to Apply

To apply, please submit a single PDF [here](#) with the following, in this order:

1. A brief cover letter
2. Your resume
3. 1 to 2 writing samples (grant-related preferred)

What happens after that: a short screening call, a skills exercise for the top candidates, one or more in-depth interviews with our team, and reference checks. If it is a fit on both sides, we move into the contract period.

Applications will be reviewed on a rolling basis until the position is filled. ***The priority application deadline is October 4, 2026.***

Interviews will begin on October 5, 2026, with a target start date between mid-October to early November (flexible for the right candidate).

At Kasih Initiative, we believe in hiring people, not resumes. If you see yourself in this role, even if you do not meet every single requirement, we encourage you to apply and tell us why in your cover letter.

This is a rare opportunity to help shape the future of a growing grant writing firm and trusted nonprofit partner. Let's build something powerful together.