



issueone.org

Position: Vice President of Philanthropy

Status: Full-Time (salaried, full benefits)

Reports to: Chief Executive Officer/Chief Operating Officer

Salary Grade: VP

Salary Range: \$170,000-\$200,000

Location: Washington, DC/DMV preferred; exceptional candidates located throughout the Northeast will also be considered.

Position Overview

The Vice President of Philanthropy will lead Issue One's fundraising operations during an exciting period of growth and organizational transformation. The VP will partner with the CEO to manage existing donor relationships, execute on current fundraising priorities, and build the foundation for future fundraising growth. This role will manage a small team of fundraising professionals, including a full-time Director who oversees foundation relationships and a Director of Philanthropy, and work closely with the board's philanthropy committee.

The ideal candidate will have strong fundraising operations experience, excellent relationship management skills, and the ability to execute on existing donor strategies while helping to shape future fundraising priorities. A core focus of this role will be developing and supporting a "culture of philanthropy" at Issue One, ensuring that board members, staff leadership, and program teams understand, embrace, and actively participate in fundraising activities in a collaborative and donor-focused effort. The VP must be highly organized and comfortable working in a period of transition.

This role is ideal for someone who genuinely enjoys building relationships and serving as a front-line fundraiser. The successful candidate will be an active partner to the CEO in cultivating donors and prospects, representing Issue One externally, and creating meaningful connections that translate into long-term support. They should bring warmth, energy, curiosity, and a natural enthusiasm for meeting new people, hosting conversations, and developing deep relationships with donors, board members, and movement partners.

The Vice President will be responsible for achieving annual fundraising goals and helping position the organization for long-term philanthropic growth. This is a unique opportunity for a relationship-driven fundraiser to help shape the future of one of the nation's leading democracy reform organizations. The ideal candidate will relish the opportunity to build, experiment, and grow alongside a leadership team committed to ambitious goals and lasting impact.

Key Responsibilities

The VP will lead fundraising operations and support Issue One's fundraising goals by:

- Working closely with the CEO, COO, and Board leadership to execute on Issue One's annual and project-specific fundraising goals.

- Building and sustaining a culture of philanthropy across the organization by engaging board members, staff, and volunteers in collaborative, donor-focused fundraising efforts.
- Partnering with the CEO in managing his portfolio of Issue One's critical prospective donors and existing major donors.
- Supporting the organization's fundraising initiatives, including potential future campaign efforts and strategic planning for major giving programs.
- Managing donor stewardship for existing major donors and identifying opportunities to deepen relationships and secure renewed support.
- Managing and growing a portfolio of major and leadership donors and prospects, developing strategies to deepen engagement and increase philanthropic investment.
- Overseeing the Director of Foundation Relations, who manages foundation relationships, proposal and report writing, grants management, and relationship stewardship.
- Partnering with the Director of Foundation Relations to identify and cultivate new foundation prospects to diversify and expand funding streams.
- Partnering with the Director of Philanthropy to design and implement a transformational donor giving program for major gifts prospects.
- Drafting weekly major donor updates and biannual reports.
- Serving as the Board liaison for fundraising, including building a functional fundraising committee that will grow in the coming years.
- Leveraging the involvement of various committees and task forces for fundraising purposes.
- Developing internal partnerships with program staff designed to involve them in fundraising efforts appropriately.
- Coordinating with communications staff on marketing materials and proposals to ensure consistent quality and accurate messaging.
- Managing and supervising a small fundraising team (currently 3 staff members).
- Implementing donor stewardship programs designed to demonstrate donor impact.
- Ensuring that back office systems are highly functional and accurate to ensure extraordinary donor experiences.
- Managing an overall fundraising budget in partnership with the COO.

Key Attributes and Qualifications

- 7-10 years of fundraising experience, including at least 3-5 years in a leadership or management role
- Demonstrated ability to develop a culture of philanthropy within an organization, with experience engaging board members and staff in fundraising activities and building organizational capacity for sustainable donor relationships
- Experience managing donor relationships and supporting front-line fundraising with high-net-worth individuals and foundations

- A demonstrated passion for relationship-building and a track record of cultivating meaningful connections with donors, board members, and key stakeholders.
- Comfort serving as a visible ambassador for the organization and enthusiasm for the interpersonal aspects of fundraising, including donor meetings, events, and regular outreach.
- Experience managing fundraising professionals and building high-performing teams
- Experience with capital campaigns or comprehensive fundraising initiatives is valued
- Knowledge of the money in politics and government ethics reform movement is ideal
- Excellent writing skills and demonstrated success in donor communications
- Superb communication and presentation skills
- Ability to synthesize complexity, make informed decisions, and develop strategic alternatives that help create solutions in sometimes ambiguous and fast-moving environments
- Outstanding organizational and project management skills with an appreciation for high-level execution and superb attention to detail
- Entrepreneurialism and resourcefulness, with the ability to deliver results in a rapidly growing, deadline-driven, and dynamic environment
- Team-oriented and collaborative; flexibility and adaptability to modify plans in line with shifting priorities
- Comfort working in periods of organizational transition and the proven ability to maintain optimism and passion for strengthening our democracy.

Structure and Location

This full-time role is based in or around Washington, DC, though exceptional candidates located throughout the Northeast will also be considered. The VP must work on-site in our DC office twice weekly (Tuesday and Wednesday) if they reside in the DMV area.

Regardless of where they are based, the Vice President should expect to travel regularly for donor meetings, board meetings, staff gatherings, and other organizational priorities. This typically includes travel to Washington, DC and other locations around the country for 2-3 days at a time, up to twice per month.

Confidential Search Process

Issue One is conducting a targeted search for this position and welcomes interest from exceptional candidates who are excited about strengthening our democracy and building a culture of philanthropy.

[To express interest, please email a resume and cover letter to pyoung@issueone.org.](mailto:pyoung@issueone.org) Please include "VP of Philanthropy" in the subject line of your email.

All applications and inquiries will be handled confidentially.



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Issue One is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities and all other employment laws and regulations. We intend to maintain a work environment that is free of harassment, discrimination, or retaliation because of age, race, color, national origin, ancestry, religion, sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), reproductive health decisions, marital status, personal appearance, matriculation, political affiliation, credit information, employment status, physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed service member status, status as a victim or family member of a victim of domestic violence, a sexual offense, or stalking, homeless status, or any other status protected by federal, state, or local laws. Issue One is dedicated to the fulfillment of this policy in regard to all aspects of employment, including, but not limited to, recruiting, hiring, placement, transfer, training, promotion, rates of pay, fringe benefits, and other compensation, the application of disability and/or temporary disability policies, termination, and all other terms, conditions, and privileges of employment.