



EAST BAY ALLIANCE FOR A SUSTAINABLE ECONOMY
Building Power With Community, Workers & People of Faith

Job Posting - East Bay Alliance for a Sustainable Economy (EBASE)

Location: Downtown Oakland, CA (Hybrid: At least 3 days/week in office)

Salary: \$100,000 - \$110,000 (DOE) + Annual 3% COLA Increase + Comprehensive Benefits

Application Deadline: Open until filled

Join Us in Building a Thriving East Bay!

About EBASE:

For **25 years**, the **East Bay Alliance for a Sustainable Economy (EBASE)** has been a bold force for **economic, racial, and social justice**. As an anchor organization in the region, EBASE boasts a strong track record of cultivating alliances among residents, workers, and people of faith. EBASE builds power to ensure that Black and Brown communities, low-wage workers, and tenants **have power, dignity, and a voice** in shaping their future.

Now, we're launching a **transformative 10-year agenda** focused on:

Worker Power & Liberation
Housing as a Human Right
Community Governance

To meet this moment, we are seeking an **experienced and collaborative Director of Development** to **sustain and grow** our \$3.4 million budget, expand our impact, and build a culture of fundraising rooted in solidarity. If you are a **seasoned fundraiser and relationship-builder** who thrives in **advancing social justice**, this is your opportunity to make a lasting difference!

About the Role:

The **Director of Development** is a **visionary leader** who will:

- **Expand EBASE's financial resources** through grants, donor engagement, and innovative fundraising strategies.
- **Lead and execute** a comprehensive fundraising plan, ensuring long-term sustainability.

- **Cultivate strong relationships** with funders, allies, and grassroots donors to drive our mission forward.
- **Supervise development staff and contractors**, building a strong internal fundraising culture.
- **Advance equity-driven fundraising** that aligns with our vision of economic, racial, and climate justice.

This role is shared with **East Bay Action**, a 501(c)(4) organization building voter power in the East Bay.

Core Responsibilities:

Your Impact & Responsibilities

- ◆ **Strategic Fundraising Leadership (20%)**
 - Develop and oversee an annual **multi-channel fundraising strategy** (grants, individual donors, events).
 - Innovate new revenue sources, leveraging digital fundraising and community-based models.
 - Develop and implement multi-year revenue projections to track and align fundraising efforts with organizational growth.
- ◆ **Foundation & Grant Development (40%)**
 - Cultivate strategic funder relationships and identify new opportunities in **worker rights, housing, climate justice, and racial justice**.
 - Oversee grant writing, compliance, and reporting, ensuring alignment with EBASE's goals.
 - Manage subgrant relationships with community partners in coordination with program teams.
- ◆ **Donor Engagement & Community Fundraising (20%)**
 - Expand EBASE's grassroots donor network and host **engaging fundraising events**.
 - Partner with communications teams to craft compelling donor messaging and campaigns.

- ◆ **Leadership & Internal Fundraising Culture (20%)**

- Supervise the **Development Associate and consultants** to strengthen fundraising operations.
 - Build staff and board engagement in philanthropy, fostering a **shared commitment to resource-building**.
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Qualifications:

- **What we are looking for:**
 - **Proven Fundraiser:** 5+ years of fundraising leadership, securing grants and donor investments for social justice initiatives. Brings an understanding of the foundation landscape, trends, and opportunities.
 - **Strategic & Visionary Leader:** You see the big picture and chart a path to meet ambitious goals.
 - **Relationship Builder:** You foster **authentic connections** across racial, economic, and social lines, engaging funders, partners, and grassroots communities. You bring relationships with foundation partners.
 - **Systems-Thinker:** You thrive in **data-driven** environments, optimizing **CRM tools and donor analytics** to inform strategy.
 - **Mission-Driven Advocate:** Deep alignment with **economic, racial, and social justice**, with experience in community organizing, labor movements, or housing justice.
 - **Bonus:** Experience with 501(c)(4) fundraising, political campaigns, and established funder networks.
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Compensation & Benefits:

EBASE offers a competitive salary, starting at \$100,000 - \$110,000 for this position, and an exceptional benefits package valued at approximately \$25,000, including:

- **Health & Wellness:** Fully paid health, dental, and vision insurance.
- **Retirement:** 401(k) plan with 4-8% employer contribution.

- **Generous Leave:**
 - 12-20 vacation days/year (based on tenure).
 - 8 personal days/year.
 - 12 sick days/year.
 - 18 paid holidays/year plus an end-of-year office closure.
 - 3-month sabbatical after 5 years of service.
 - **Professional Development:** Access to growth and training opportunities.
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Join Us:

EBASE offers an inclusive, hybrid work environment that values teamwork, high-quality work, and a shared commitment to social justice. If you are a visionary leader ready to enhance EBASE's capacity and impact, we want to hear from you!

How to Apply:

Please submit your resume and a thoughtful cover letter detailing your experience and why you are the ideal candidate for this role to search@workingeastbay.org.

Application Deadline: April 30, 2025

EBASE is an equal-opportunity employer. We strongly encourage people of color, women, LGBTQ+ individuals, and candidates with diverse backgrounds and experiences to apply.

Join us in building a Thriving East Bay where everyone has the opportunity to live with dignity, safety, and hope!

Let's build a Thriving East Bay together!