

HIAS

Director, Major Gifts Position Announcement





About Us

Over one hundred years ago, the Jewish community founded HIAS (originally the Hebrew Immigrant Aid Society) in New York City, the immigrant gateway to America. Supporting Jews fleeing persecution and poverty in Eastern Europe, our founders were guided by the traditions, texts and history of the Jewish people—a history of oppression, displacement and diaspora. HIAS has since helped generations of Jews facing violence because of who they were, and HIAS remains committed to helping Jewish refugees anywhere in the world. Today, our clients at HIAS come from diverse faiths, ethnicities and backgrounds, as do our staff. We bring our experience, history and values to our work across five continents, ensuring that refugees today receive the vital services and opportunities they need to thrive.

HIAS is a learning community, committed to diversity and inclusion. We do our work with integrity, accountability, transparency and a commitment to the highest ethical standards. We seek employees from diverse backgrounds and life experiences to join our teams located in the United States and across the globe. People who identify as BIPOC, people with disabilities, people from the LGBTQ+ community and people with lived experiences of forced displacement or immigration are all encouraged to apply. We are committed to building a diverse workforce that reflects our vision, mission and values.

VISION:

HIAS stands for a world in which refugees find welcome, safety and opportunity.

MISSION:

Drawing on our Jewish values and history, HIAS provides vital services to refugees and asylum seekers around the world and advocates for their fundamental rights so they can rebuild their lives.

VALUES:

Welcome • Acogimiento • Hospitalité • הכנסת אורחים (Hachnasat Orchim)
We Welcome the Stranger

Justice • Justicia • Justice • צדק (Tzedek)
We Pursue Justice

Empathy • Empatía • Empathie • חסד (Chesed)
We Approach our Clients with Empathy

Partnership • Compañerismo • Coopération • חברותא (Chevruta)
We Believe in Changing the World through Partnership

Courage • Coraje • Courage • אומץ (Ometz)
We Act with Courage to Build a Better World

Resilience • Resiliencia • Résilience • רוח (Ruach)
We Adapt and Thrive, Continuously Demonstrating our Resilience





Position Summary

HIAS is entering an ambitious new chapter, guided by a strategic vision through 2030. We are seeking a Director, Major Gifts to play a central role in advancing that vision by building deep, meaningful partnerships with philanthropists committed to welcoming and protecting displaced people worldwide.

This is a high-impact role for a frontline fundraiser who thrives on relationship-building, strategic thinking, and closing significant gifts. You will manage and grow a portfolio of donors giving \$25,000+ annually, while helping expand HIAS' reach to new audiences and communities.

You won't be doing this alone—you'll collaborate closely with a talented team across major gifts, mid-level, digital, and mass fundraising, supported by strong infrastructure, analytics, and leadership engagement.

The Director, Major Gifts reports to the Vice President, Individual Giving & Revenue Operations.

Essential Functions

- Builds portfolio of major donor prospects and collaborates in design and production of financial, gift and donor profile reports; works with the mid-level giving team to analyze that pipeline and transfer relationships.
- Develops prospect and donor cultivation and approach strategies, tracks all cultivation/solicitation activity and carries a portfolio of prospects and donors that includes campaign, annual giving and planned giving performance goals.
- Learns and develops the “case for giving”.
- Focuses on engaging prospective donors of high-net worth.
- Considers the appropriate engagement and cultivation strategy for each individual prospective donor.
- Creates an annual plan with benchmarks, to achieve a collective agency goal of \$30 million unrestricted goal; leads proactive planning of one-on-one donor engagements, parlor meetings, leveraging visits to engage prospects and deepen donor relationships.
- Leads identification of leadership to assist with strategy and “door-opening” to meet prospects.
- Maintains effective communications with leadership and staff.
- Prepare profiles of prospective donors for leadership when enlisting their help in cultivation and solicitation.
- Administers stewardship activities for major donors by preparing letters of appreciation to donors.
- Analyzes and presents data for measuring results.
- Performs other duties as assigned.



Qualifications & Requirements

- Undergraduate degree required.
- Senior professional with 8-10 years of direct fundraising responsibility, and knowledge of the Jewish community considered a plus.
- Successful solicitor working directly with volunteers and donors.
- Hands-on implementer of a major gifts management process.
- Sophisticated, outgoing individual able to communicate with believable passion for and sensitivity to the mission.
- Strong self-starter, who pays attention to details and follows through, listens and can build a motivated team of volunteers.
- Excellent interpersonal, verbal/presentation, and written communication skills, with the ability to manage several projects simultaneously in a fast-paced environment.
- Comfortable with technology.
- Familiar with planned giving vehicles, and able to work with the national planned giving and endowment team.
- Travel, to include travel to insecure operating environments, may be required.

External Representation

All employees are expected to represent the organization in alignment with HIAS' mission, vision and values. Some employees of HIAS are expected to speak externally on behalf of the organization with clients, donors, affiliates, partners, etc. as part of their work-related responsibilities. Applicants for these roles acknowledge and accept the inherent risk associated with external representation of HIAS.





Diversity

HIAS is committed to a diverse and inclusive workplace. As an equal opportunity employer, all qualified applicants will be considered for employment without regard to race, color, national origin, ethnic background, ancestry, citizenship status, religious creed, age, sex, gender, sexual orientation, physical disability, mental disability, medical condition, genetic information, marital status, registered domestic partner or civil union status, familial status, pregnancy, childbirth, military status, protected veteran status, political orientation or other legally protected status.

Safeguarding

HIAS is committed to the protection of children, vulnerable adults and any other person from any harm caused directly or indirectly due to their coming into contact with HIAS. We will not tolerate sexual exploitation, abuse or any form of child abuse or neglect by our staff or associated personnel. Any candidate offered a job with HIAS will be expected to sign and adhere to HIAS' Code of Conduct and Safeguarding policies. All offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records. HIAS also participates in the Inter-Agency Misconduct Disclosure Scheme. In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. Likewise, HIAS will share this information when other organizations inquire about current and former HIAS staff as part of their recruitment process. By submitting an application, the job applicant confirms their understanding of these recruitment procedures.

Location

Remote, based in Southeastern U.S.

Salary

The salary range for this position is \$140,000-\$150,000.

To Apply

HIAS has retained the services of ThinkingAhead Executive Search. To apply, please send a resume and a letter of interest to

**Chris Spagnola at: cspagnola@thinkingahead.com and
Marsha Harper at: mharper@thinkingahead.com.**

