

**Director**

**Job Description**

**About Us**

Orr Group is a strategic partner to nonprofit organizations, helping them solve some of the world’s most pressing challenges. Through our embedded partnership model, we go beyond traditional consulting - providing hands-on leadership, expertise, and execution to drive transformative fundraising and organizational growth. For over 30 years, we have collaborated with mission-driven organizations to design and implement innovative fundraising strategies, grow revenue, and build capacity to ensure long-term success. Our work spans campaign management, major gifts strategy, board development, planned giving, talent management, and beyond. We remain nimble, forward-thinking, and results-driven, helping our clients navigate an ever-evolving philanthropic landscape.

# Position Summary

Orr Group is seeking a Director to lead client engagements and deliver exceptional service across a range of strategic fundraising, management, and operational projects. Directors serve as project leaders and trusted advisors to nonprofit clients, managing work streams, driving execution, and ensuring the delivery of high-quality outcomes that advance client goals. Directors also support internal firm priorities, provide thought leadership, and coach and mentor junior staff.

This role requires a combination of strategic thinking, relationship management, project leadership, and executional excellence. Directors collaborate with nonprofit executives, boards, and development teams, and work cross-functionally with colleagues across Orr Group. While areas of focus vary by engagement, Directors are often embedded with clients and serve as outsourced development leaders, campaign directors, or advisors to executive leadership. Directors may manage a combination of regional, national, and international clients. Depending on client needs, this position may require up to 50% of the time spent on a client site.

# Responsibilities

Each project at Orr Group is specially tailored and designed for the needs of that particular client. Generally, Directors oversee project management, guide day-to-day account operations, drive teamwork strategies, and serve as the principal liaison with the client. They actively lead the work of the project as well as the data collection and analysis, report writing, and client presentations.

**Client Relationship Management**

* Serve as the primary point of contact for a portfolio of client projects, including leadership and Boards of Directors.
* Build and manage strong client relationships, ensuring high-quality work and providing expert guidance throughout engagements.
* Stay abreast of sector trends and share insights to help shape client strategies.
* Facilitate engagement planning discussions to align client needs with Orr Group’s offerings and ensure clear expectations.
* Partner with Orr Group Impact Officers and other internal colleagues to identify opportunities for contract renewals and expanded service offerings.
* Oversee project scopes, timelines, and work plans, ensuring deliverables are met within scope, budget, and deadlines.

**Fundraising Strategy & Execution**

* Support or lead the execution of major gift strategies, campaigns, and donor engagement plans on behalf of clients.
* Develop donor communications, prospect strategies, and other fundraising materials.
* Conduct donor pipeline assessments, feasibility studies, and portfolio reviews.
* Partner with internal and client teams to advance revenue growth and fundraising best practices for clients.

**Project Team Management**

* Set the strategic direction for client projects, ensuring clear communication, aligned priorities, and high-quality outcomes.
* Manage team workloads, delegate and prioritize tasks, and oversee timelines, budgets, and quality control.
* Coach client project teams while fostering a collaborative and inclusive team culture.
* Troubleshoot roadblocks and provide hands-on support to develop and finalize deliverables.
* Ensure all client-facing materials are developed to a high standard, with the Director responsible for advancing key deliverables to near-final form for senior review and approval.

**Internal Organization Contributions**

* Mentor junior staff by modeling professional communication, fostering skill development and career growth, sharing institutional knowledge, and connecting team members to key resources.
* Stay current on philanthropic trends and best practices while building expertise in Orr Group practice areas.
* Contribute to Orr Group’s strategic goals by actively participating in internal initiatives, such as committees, task forces, or special projects.

# Qualifications

* Bachelor's degree required
* 8+ years of nonprofit fundraising experience, with expertise in one or more of the following: major gifts, planned giving, institutional giving (corporate and foundations), and major fundraising campaigns.
* Demonstrated success in designing and executing donor strategies that drive significant philanthropic support.
* Experience engaging and partnering with nonprofit leadership, boards, and committees.
* Understanding of nonprofit financial principles and the ability to interpret donor and organizational financial data.
* Deep knowledge of the philanthropic sector and fundraising and nonprofit best practices.
* Familiarity with AI-powered fundraising or productivity tools—or a strong interest in learning.
* Exceptional written and verbal communication with the ability to distill complex content for sophisticated audiences across a range of formats.
* Strong facilitation skills and comfort leading strategic conversations with internal and external stakeholders.
* Proven leadership abilities, with a demonstrated track record guiding teams toward shared goals.
* Excellent project management and organizational skills; able to manage multiple clients and priorities in a fast-paced, deadline-driven environment.
* Flexibility to work varying hours, including evenings and weekends, as needed, to meet deadlines.
* CFRE, CSPG, CFM, or other relevant accreditations from the Association of Fundraising Professionals or the National Association of Charitable Gift Planners are a plus.

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**You Will Be Successful If…**

**You are Deeply Curious:** You seek new knowledge and explore the broader landscape to deepen your understanding. Whether learning about emerging trends in the philanthropic sector or uncovering the unique dynamics within each client organization, you are always looking to expand your expertise. Your curiosity allows you to ask thoughtful questions, connect dots others might miss, and drive innovation in approaching client challenges and opportunities.

**You Excel at Relationships and Delivering Service:** You cultivate strong relationships through clear, authentic communication, effectively engaging and managing diverse stakeholders. You approach each interaction with empathy, listening actively and responding thoughtfully to client needs. You are dedicated to delivering exceptional service, ensuring clients feel heard, understood, and well-served while focusing on delivering results.

**You See the Big Picture and Generate Solutions:** With a strategic mindset, you see how each piece of the puzzle connects and can anticipate multiple steps ahead. Your knowledge of fundraising best practices allows you to create innovative, actionable strategies that align with client goals and drive success. You make sound decisions based on data and experience, carefully weighing options even in complex situations, and confidently driving projects forward.

**You Thrive in Fast-Paced Environments and Stay Cool Under Pressure:** You are energized by a fast-paced work environment and can seamlessly manage multiple client engagements and diverse stakeholders. You remain calm and composed in high-pressure situations, effectively managing tasks, deadlines, and expectations. You are adept at navigating ambiguity, using your judgment to adapt strategies and solutions when faced with uncertain or unclear situations.

**Ideal Attributes:** You are a proactive self-starter committed to high-quality work and results. You take ownership of strategy and execution, whether working independently or collaborating as a team. With humor, attention to detail, and discretion, you approach your work with a growth mindset, seeking feedback and offering constructive, positive insights to others.

# Additional Information

**Location**

Orr Group offices are located in Washington, DC, and New York City, and candidates must be based in either metropolitan area. Our hybrid policy requires staff to spend at least 60% of their working time in an Orr Group office or at client sites.

**Travel Requirements**

Senior Directors may manage a combination of regional and national clients. Depending on client needs, this role may sometimes require up to 40% of business travel.

**Salary Range**

The salary range for this role is $95,000 - $130,000, with annual bonus potential of up to $25,000.

**Benefits**

The comprehensive benefits package includes health, dental, and vision plans, a 401(k) retirement plan with employer match, paid holidays, and generous paid time off.

**Orr Group Careers**

At Orr Group, we recognize that diversity strengthens our impact. We actively seek team members from diverse backgrounds, perspectives, and lived experiences to better serve our clients and the communities they support. We are committed to fostering an inclusive environment where all employees can thrive, contribute, and grow.

Our goal is to attract, develop, and retain exceptional people and create a work environment that is dynamic, rewarding, and enables each of us to realize our potential. We are deeply committed to providing advancement opportunities, mentorship, and the resources you need to explore your talents and aspirations. At Orr Group, we believe in investing in our employees’ growth – whether through ongoing professional development, exposure to a wide range of high-impact projects, or the opportunity to collaborate with colleagues across all levels.

Working at Orr Group means being part of a passionate, supportive, and team-oriented environment. You’ll work alongside bright, humble, and friendly colleagues who are as dedicated to achieving exceptional results as they are to fostering a positive, collaborative atmosphere. While our work can be challenging and high-pressure, it is also incredibly rewarding. We are driven by a shared mission to solve some of the world’s greatest challenges, and you will have the opportunity to make a meaningful impact as part of a diverse and dynamic team.

Orr Group is an Equal Opportunity Employer.