RAMUNDO CONSULTING GROUP
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DEVELOPMENT DIRECTOR

OSG (Our Stomping Ground)

Location: Northern Virginia / DMV — Hybrid
Employment: Full-time
Salary: $80,000–$100,000
Application Deadline: **November 30, 2026**

THE OPPORTUNITY
OSG is seeking a strategic, relationship-driven **Development Director** to lead the next phase of its fundraising growth.

OSG has established a strong foundation of individual and institutional support, a growing network of community partners, and a compelling mission. Now, the organization is poised to build on that momentum—deepening donor relationships, expanding individual and major giving, growing corporate partnerships, and diversifying revenue.

This is not a start-up development role. The infrastructure, donor relationships, and organizational partnerships are in place. We are looking for an experienced development professional who can recognize opportunities, set priorities, and translate relationships into sustained philanthropic support.

Working closely with the Executive Director, Board, and staff, the Development Director will lead a comprehensive fundraising strategy supporting OSG's approximately $2 million annual budget and long-term growth. The ideal candidate brings both strategic vision and a hands-on approach – someone who can develop the plan, open doors, cultivate relationships, make the ask, communicate OSG's impact, and deliver results.

ABOUT OSG
OSG (formerly Our Stomping Ground) creates communities where adults with developmental disabilities can live full, connected, and self-determined lives.

OSG partners with affordable housing developers and community organizations to help adults with developmental disabilities build meaningful lives in their own communities. Through housing navigation, community-building, and free social, educational, wellness, and recreational opportunities, OSG creates communities for people with and without disabilities to live, connect, contribute, and belong.

Our work is grounded in a simple belief: adults with developmental disabilities should have the same opportunities as everyone else to choose where they live, build meaningful relationships, participate in community life, and pursue their own goals.

Learn more about OSG: Visit Our Why; watch first segment of Voice of America broadcast.

WHAT YOU'LL LEAD

Fundraising Strategy

- Develop and implement annual and multi-year fundraising strategies aligned with OSG's mission, organizational priorities, and growth goals.
- Establish fundraising priorities, revenue targets, benchmarks, and projections in collaboration with the Executive Director and Board.
- Evaluate fundraising performance, identify new opportunities, diversity revenue streams, and adjust strategies based on results.
- Manage the development budget and annual fundraising calendar.

Individual Giving & Major Gifts

- Build and manage a portfolio of individual and major gift prospects and donors.
- Cultivate, solicit, and steward individual donors, with an emphasis on growing major gifts and strengthening long-term relationships.
- Deepen existing donor relationships while identifying and engaging new supporters.
- Develop compelling cases for support, annual appeals, impact reports, and donor communications.
- Create meaningful opportunities for donors to connect with OSG's mission, programs, and impact.

Institutional and Corporate Giving

- Identify, cultivate, and pursue foundation, corporate, and government funding opportunities.
- Lead the development and submission of grant proposals, letters of inquiry, reports, and other funder communications.
- Strengthen existing institutional relationships and develop a pipeline of new funding prospects.
- Build mission-aligned corporate partnerships, sponsorships, and other strategic funding opportunities.
- Collaborate with program staff to translate organizational stories, outcomes, and data into compelling fundraising messages.

Campaigns and Engagement

- Lead annual fundraising campaigns and special fundraising initiatives.
- Plan and develop donor cultivation and fundraising events in collaboration with staff, volunteers, and Board members.
- Leverage OSG's growing community presence to increase organizational visibility, donor engagement, and philanthropic support.
- Develop creative approaches to donor recognition, stewardship, and ongoing engagement.

Data, Systems & Leadership

- Maintain accurate donor and prospect records using Neon One.
- Track gifts, prospects, stewardship activities, and fundraising results.
- Establish meaningful performance metrics and reporting tools to monitor progress and inform fundraising decisions.
- Provide regular fundraising update, analysis, and strategic recommendations to the Executive Director and Board.
- Engage Board members in prospect identification, introductions, donor cultivation, stewardship, and solicitation.
- Help build a strong, organization-wide culture of philanthropy.

WHAT YOU BRING

We are looking for an accomplished development professional who combines fundraising expertise, strategic thinking, relationship-building skills, and a willingness to roll up their sleeves. You understand that successful fundraising is built on authentic relationships, compelling storytelling, thoughtful strategy, and consistent follow-through.

Required Qualifications

- 5+ years of nonprofit fundraising experience, with a demonstrated record of securing philanthropic support.
- 2+ years experience leading or managing a development function or assuming significant responsibility for an organization's fundraising program.
- Demonstrated success in donor cultivation, grant development, and charitable giving.
- Excellent written, verbal, and storytelling skills, with the ability to communicate an organization’s mission and impact effectively.
- Strong interpersonal skills and relationship-building skills, including the ability to engage donors, funders, corporate partners, and organizational leadership.
- Excellent organizational, project-management, and strategic planning abilities.
- Experience working closely with executive leadership and/or a nonprofit Board.
- Experience with a donor database or CRM systems; Neon One experience is a plus.
- Ability to work independently while thriving in a small, highly collaborative team.
- Commitment to inclusion, dignity, belonging, and the full participation of adults with developmental disabilities in community life.
- Based in the DMV/Northern Virginia region, with the ability to participate in required in-person activities.
- Comfortable working in a hybrid environment and proficient with technology needed for remote work.

Preferred Qualifications

- Experience developing corporate partnerships, and/or sponsorship opportunities.
- Demonstrated success in major gift cultivation and solicitation.
- Experience working in a small, growing, community-based nonprofit.
- Familiarity with disability inclusion, affordable housing, social services, and community development, or related fields.
- Experience building, strengthening, or evolving a nonprofit development function.

Don't check every box? Apply anyway. We value demonstrated fundraising ability, relationship-building, strategic thinking, and a genuine commitment to OSG's mission over a perfect resume.

WHAT WE OFFER

- Salary: $80,000–$100,000, commensurate with experience
- Healthcare Insurance
- $500 one-time IT stipend
- 11 paid federal holidays
- 10 days paid time off (PTO)
- 5 days paid sick leave
- 401(k) retirement plan with employer match of up to 3.5%, eligible after 90 days

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HOW TO APPLY

Interested candidates should send a cover letter and resume to:
Barbara Ramundo
President, Ramundo Consulting Group
barbara@ramundoconsulting.com

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Ramundo Consulting Group is an executive search consulting firm that recruits senior leaders and quality personnel to strengthen the nonprofit sector.

OSG is an equal opportunity employer and welcomes applications from a diverse pool of candidates.