



Together We Bake (TWB)

Director of Development

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Alexandria, VA | Full-Time | Exempt

Reports to: Executive Director

Supervises: Development Manager and Contract Grant Writer

Salary: \$88,000 - \$94,000

Posted: February 27, 2026 | Open Until Filled

About Together We Bake

Together We Bake (TWB) is a social enterprise nonprofit providing workforce training, entrepreneurship support, and personal development to women facing significant barriers to employment. Through our bakery and comprehensive program model, women gain job readiness skills, confidence, and pathways to economic mobility.

As we advance our 2030 Plan, TWB is entering a growth phase focused on revenue diversification, and scalable impact.

The Opportunity

TWB seeks a strategic, results-oriented Director of Development with extensive fundraising leadership experience to drive philanthropic growth and partnerships. This senior leader will design and execute a comprehensive fundraising strategy aligned with our 2030 goals and build the systems, relationships, and revenue streams necessary to sustain long-term impact.

This is a growth leadership role. The Director of Development will play a central role in expanding opportunities for women while strengthening TWB's financial sustainability.

Key Responsibilities

Strategic Fundraising Leadership

- Develop and execute a multi-year fundraising strategy.
- Establish and achieve annual fundraising goals in partnership with the Executive Director and Board.
- Grow revenue across major gifts, individual giving, institutional funding, corporate partnerships, and events.
- Expand recurring and sustained giving programs.

- Partner cross-functionally to align philanthropic growth with earned-income strategy.

Major Gifts & Relationship Management

- Build and manage a portfolio of major donors and prospects.
- Personally cultivate, solicit, and steward gifts of \$25,000+.
- Represent TWB in the community to expand donor relationships and visibility.
- Collaborate with program staff and alumni to ensure authentic, mission-centered storytelling.

Grants Strategy & External Partnerships

- Provide strategic oversight and direction to a contracted professional grant writer.
- Monitor performance of the contract grant writer, including deliverables, timelines, and revenue outcomes.
- Analyze grant success rates and institutional funding pipeline to inform future strategy.

Events & Donor Engagement

- In partnership with the Executive Director and Events Planner, assist with signature events, including the Empowerment Breakfast.
- Ensure events drive measurable revenue growth and donor pipeline expansion.
- Develop cultivation experiences that attract and retain supporters.

Board Engagement & Activation

- Partner with the Board to strengthen fundraising participation and accountability.
- Support board members in prospect identification and donor engagement.
- Provide clear fundraising dashboards and pipeline reports.

Development Operations & Systems

- Oversee fundraising systems and data integrity, including Salesforce, OneCause, Fundraise Up, and related platforms.
- Ensure accurate gift processing, reporting, and revenue forecasting.
- Develop KPIs tied to donor retention, revenue growth, and pipeline health.
- Partner with the Executive Director on revenue projections and budget tracking.

Team Leadership

- Supervise and support development staff.
- Foster a high-performance, accountable, and collaborative culture.

What You Bring

- Minimum 7 years+ of progressive fundraising experience with demonstrated success personally securing and closing **major gifts of \$25,000+** (ideally with a personal portfolio generating \$500,000+ annually).

- Proven ability to meet or exceed revenue targets across multiple streams (major gifts, individual giving, foundations, corporate partnerships).
- Strong track record of board engagement and partnership
- Experience building and managing high-performing development teams (supervisory experience required).
- Proficiency in Salesforce and modern fundraising platforms (OneCause, Fundraise Up, or similar CRM).
- Strategic planning expertise, including multi-year fundraising plans and data-driven decision-making.
- Excellent written/verbal communication, relationship-building, and storytelling skills.
- Financial acumen and comfort analyzing donor data, pipelines, and forecasts.
- Ability to thrive in a dynamic, evolving organization.
- Experience working with diverse and multicultural communities.

Experience in workforce development, social enterprise, or women-centered nonprofits is strongly preferred.

Work Environment

This position is primarily based in Alexandria, VA. Together We Bake values in-person connection and community engagement. The Director may work remotely on Mondays and Fridays but should be available to attend local events and meetings as needed. Some evening and weekend work is required for events and donor engagement.

Compensation & Benefits

Salary: \$88,000 - \$94,000

Benefits include:

- 15 days vacation
- 15 days sick leave
- 11 paid holidays
- Office closure between December 24 and January 2
- Medical and dental insurance
- Retirement account

Hiring Process

We are committed to a thoughtful and transparent selection process:

1. Application Review (rolling basis)
2. Round 1: Interview with the Executive Director
3. Round 2: Hiring Exercise (details provided in advance)
4. Final Round: Interview with TWB's Executive Committee (top two candidates only)

References will be requested following final interviews.

To Apply

Please submit:

- Resume
- Cover Letter

- Three Professional References

Email to: info@togetherwebake.org

Subject line: Director of Development – [Your Name]