



DIRECTOR OF DEVELOPMENT

[ReFED](#)

Location: Remote



The Aspen Leadership Group is proud to partner with ReFED in the search for a Director of Development.

The Director of Development will lead ReFED's Development Team in a newly established role and will be responsible for implementing and facilitating the organization's development strategy. The Director of Development will be responsible for the planning, development, direction, growth, and successful execution of all of ReFED's development activities. As the chief fundraiser for ReFED, the Director of Development will identify and deliver against funding needs for programmatic and operating functions as well as the organization's financial reserves. The Director of Development will bring a strength in relationship building and influence that attracts new and retains existing donors while also bringing innovative ideas and strategies to diversify revenue sources and build financial sustainability. The Director of Development will manage development staff and oversee budget planning and development for the department on an annual basis within the framework of organizational goals.

ReFED is a national nonprofit working to end food loss and waste across the food system by advancing data-driven solutions to the problem. ReFED leverages data and insights to highlight supply chain inefficiencies and economic opportunities; mobilizes and connects supporters to take targeted action; and catalyzes capital to spur innovation and scale high-impact initiatives. Starting with the 2016 [Roadmap to Reduce U.S. Food Waste](#), ReFED has developed a trusted history of producing first-of-their-kind tools and resources, providing a full-supply-chain picture of U.S. food waste, cost-effective solutions to reduce it, and methods to track progress. In January 2021, ReFED will launch its Insights Engine, an online data center designed to serve as the next generation of data, insights, and guidance on U.S. food waste reduction. Solving this problem will have a significant impact on mitigating climate change, optimizing use of water, land, and other resources, and providing meals for the over 50 million people in the United States who currently face food insecurity.

ReFED's vision is a sustainable, resilient, and inclusive food system that optimizes environmental resources, minimizes climate impacts, and makes the best use of the food we grow. ReFED's values include collaborative expertise, convening the food system and leveraging the expertise and capabilities of individuals to collectively advance solutions; diverse perspectives, enriched by an inclusive network of diverse and underrepresented voices that help contribute to the mission; credible data, from identified sources, grounded in accessible analyses, and serving as the foundation for impactful solutions; practical ambition, an entrepreneurial spirit and approach to problems and solutions with a strategic and economic mindset; and tangible outcomes, driven by purposeful action and observable results, judging progress through the achievement of milestones large and small.

REPORTING RELATIONSHIPS

The Director of Development will report to Executive Director, Dana Gunders, and will serve on the Executive Director's Leadership Team.

PRINCIPAL OPPORTUNITIES

The movement for food waste reduction is at a tipping point. In 2020, several factors converged that have led to exponential interest and momentum in the space: Project Drawdown ranked reducing food waste #1 of 76 solutions for mitigating climate change; the COVID-19 pandemic put a spotlight on the issue of food waste and the importance of rescuing and delivering food to the most vulnerable communities; and we entered the “decisive decade” for the UN’s Sustainable Development Goals, which include cutting food waste by 50% by 2030. At the same time, ReFED is poised to catalyze and usher the progress that is possible at this pivotal moment. The reputation we’ve built over the past five years has positioned ReFED at the epicenter of the food waste ecosystem. We have an excellent team, strong relationships with all key stakeholders, and an entrepreneurial spirit. Importantly, the January 2021 launch of ReFED’s Insights Engine and Roadmap to 2030 will arm us with a plan of action and up-to-date data, insights, and tools that will allow us to accelerate our impact. To grow and enable our small-but-mighty team to truly be the galvanizing force this movement deserves, we seek to recruit a seasoned development professional to join us as ReFED’s inaugural Director of Development. The successful candidate will thrive in ReFED’s mission-driven environment and be responsible for cultivating existing relationships, broadening ReFED’s donor base, and managing all aspects of ReFED’s development strategy and team. This position offers a chance to join ReFED at an inflection point, play a core role in scaling our impact, and be part of a dynamic and passionate team working to make a difference.

–Dana Gunders, Executive Director

PRIMARY RESPONSIBILITIES

The Director of Development will

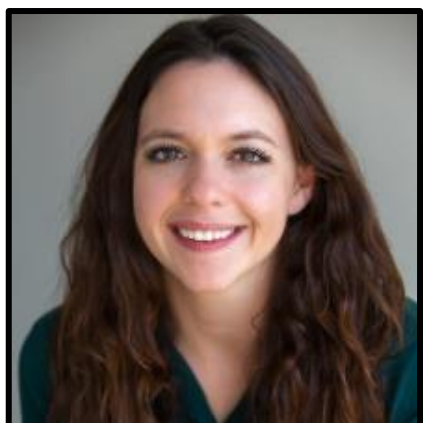
- plan, implement, communicate, and evaluate a Development Plan that includes major donor, corporate and business, foundation, grants, and special event efforts and meets the organization’s funding needs;
- manage the Development Team and facilitate the recruitment and hiring of team members and provide training, mentoring, and ongoing performance management of staff;
- work with the Communications Team to ensure timely production of the annual report, newsletters, brochures, and other development publications as well as the identification of new content and materials;
- build and maintain effective working relationships with the Board of Directors and the Development Committee of the Board;
- develop strategic plans for existing and prospective donors for cultivation and stewardship based on their philanthropic interests, past giving, capacity, and organizational allegiance;
- manage application and ongoing reporting processes for all grants including compliance with funder reporting and program requirements; and
- oversee information systems including a donor profile database and funder files.

KEY COLLEAGUES



Dana Gunders
Executive Director

Dana Gunders serves as ReFED's Executive Director. Dana is a national expert and one of the first to bring to light just how much food is wasted across the country. For almost a decade, she was a Senior Scientist at the Natural Resources Defense Council (NRDC). She then launched Next Course, LLC to strategically advise on the topic. Some of her career highlights include authoring the landmark Wasted report and Waste Free Kitchen Handbook, launching the Save the Food campaign, testifying in Congress, consulting to Google, appearing on John Oliver, and perhaps most importantly, being a founding Board Member of ReFED.



Katy Franklin
Operations Director

Katy Franklin serves as ReFED's Operations Director, supporting organizational development and strategy and designing systems for effective program implementation and management. Previously, Katy managed operations at Sustainable America, where she gained a deep understanding of successful food waste reduction programs with consumers, food service providers, private firms, and at major events. Katy has authored industry and academic research on food waste and opportunities to solve this global challenge. Katy also helped develop Further with Food, a public-private partnership convened to address food loss and waste.



Alexandria Coari
Capital and Innovation Director

Alexandria (Alex) Coari serves as ReFED's Capital & Innovation Director, working to catalyze the more than \$18 billion of public, private and philanthropic capital needed into scale solutions to food waste. She brings 10 years of investment banking, sustainable food supply chain, and innovation acceleration experience with startups, for-profits and nonprofits in the U.S. and Latin America, including time at JP Morgan, Fair Trade USA, OLLY, and Agora Partnerships. She is passionate about helping mission-driven companies grow their impact and believes in the power of market-based approaches to solving today's biggest challenges.



Jeffrey Costantino
Communications Director

Jeff Costantino serves as Communications Director, helping ReFED connect to its key audiences with engaging and actionable content. Previously, he oversaw communications and marketing at the Western Union Foundation, which worked to empower refugees and other migrants with education and workforce training. He has also served as Managing Director for Marketing at Truth Initiative, a national public health nonprofit promoting tobacco-free lives.



Jackie Suggitt
Stakeholder Engagement Director

Jackie Suggitt serves as ReFED's Stakeholder Engagement Director. In her position, she builds ReFED's diverse multi-sector network, manages external partnerships, and leads planning for the annual Food Waste Summit. Before joining ReFED, Jackie worked as Senior Manager of Sustainability at Walmart where she led a number of sustainable food and nutrition programs for Walmart's global and private brand business.

PREFERRED COMPETENCIES AND QUALIFICATIONS

ReFED seeks a Director of Development with

- a commitment to the mission, vision, and values of ReFED including solving global challenges in the food and/or sustainability space;
- an ability to lead the development function for a nonprofit organization with an annual budget of \$5-7 million or larger;
- strong project management skills with the ability to work independently and as a self-starter;
- an ability to create powerful, compelling written and oral communication for fundraising;
- an ability to convey complex ideas through brief, simple materials;
- credibility when presenting materials to external audiences;
- an ability to utilize influence skills and use convincing arguments to create a win-win situation and respond appropriately to key stakeholders;
- discretion in managing and maintaining confidential records and working with sensitive information;
- an ability to identify and resolve problems in a timely manner by gathering and analyzing information skillfully;
- an ability to exercise good judgment and manage communications with leadership;
- an ability to plan and organize, to prioritize work activities, use time efficiently, and develop realistic action plans;
- an ability to supervise diverse staff and manage Board relations with a commitment to teamwork;

- an ability to meet multiple deadlines; demonstrate initiative and resourcefulness;
- an understanding of and commitment to positive diversity, equity, and inclusion concepts and practices; and
- comfort with ambiguity and an ability to thrive in a fluid, entrepreneurial environment, and willingness to “roll up the sleeves” and extend beyond formal responsibilities as needed for the work.

A bachelor's degree is required for this position as is at least seven years of experience in major gift fundraising.

DIVERSITY, EQUITY, AND INCLUSION

ReFED is an equal opportunity employer. It believes that everyone has a seat at the table, and that this table always has room for growth. The success of the organization is rooted in the visible and invisible qualities of its people. Its people embody a variety of views, perspectives, and backgrounds to push the envelope of what is possible and better meet the needs of the community in the hopes of building a sustainable, resilient, and inclusive food system. Community is more than a word here. As stewards of this food system, that benefits from the inclusion and enhancement of diverse voices, ReFED recognizes that systemic barriers limit opportunities for certain groups which contributes to ongoing disparities. Furthermore, it accepts that its commitment to diversity, equity, and inclusion (DEI) means a commitment to constant learning, listening, and interaction in all aspects of its work.

Intrinsically, ReFED is an organization that seeks to attract exceptional and dedicated talent to advance its mission, and it firmly believes that inclusion through recruiting, hiring, developing, training, and promoting employees of all genders, races, religions, ages, national origins, political affiliations, ancestries, sexual orientations, disabilities, and veteran status, creates an atmosphere that enables it to lead with an entrepreneurial spirit and innovate with enterprise.

SALARY AND BENEFITS

ReFED offers a competitive salary and benefits package.

LOCATION

ReFED is a virtual organization with staff located across the U.S. and Canada. The Director of Development may work virtually and remotely with the option of working from a dedicated co-working space. During the COVID pandemic, all ReFED employees are working remotely.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters must be responsive to the vision of ReFED to eliminate food waste in order to increase food security, spur economic growth, and protect the environment.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Director of Development ReFED.](#)

To nominate a candidate, please contact Don Hasseltine:

[donhasseltine@aspenleadershipgroup.com.](mailto:donhasseltine@aspenleadershipgroup.com)

All inquiries will be held in confidence.