



DIRECTOR OF DEVELOPMENT
[THE FULLER PROJECT](#)
Metropolitan Washington, DC

**THE
FULLER
PROJECT**

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

The Director of Development will direct The Fuller Project's expanding fundraising program including focusing on building the individual giving program and supporting and managing a growing institutional giving program. In partnership with the Chief Executive Officer, the Director of Development will nurture a culture of philanthropy that supports The Fuller Project's organizational and newsroom priorities while leveraging the talent of its staff and board. The Director of Development will apply a diversity, equity, inclusion, and belonging lens to all internal and external activities while expanding the organization's community of supporters.

The Fuller Project is the global nonprofit newsroom dedicated to groundbreaking journalism about women to raise awareness, expose injustice, and spur accountability. Its vision is journalism that fully represents all women, giving readers *The Full Story*, and spurring gender equality.

The Fuller Project was founded on the belief that news coverage must represent the views of all individuals. When it does, journalism can fulfill its promise of helping to create a fully informed citizenry. Journalism has the power to inform, to expose abuses of power and human rights, and to inspire urgent action. Yet when the voices, stories, and perspectives of women are disproportionately left out, the result is reporting that reinforces bias.

Today, women are still underrepresented in news, especially those facing race and identity bias. This has been true for centuries and progress has been slow. As a result, the barriers and harms that women face are often considered tangential—instead of central to the security, economic, legal, environmental, and other issues societies face each day.

Through investigative and enterprise reporting about women, and by fostering a committed community of editors, The Fuller Project disrupts bias and redefines traditional news. With deeply sourced newsgathering and vivid storytelling, The Fuller Project works to provide a more nuanced understanding of global, U.S., and local news by incorporating diverse perspectives. It centers its investigative and enterprise journalism on women's lived experiences, especially those whose stories are most often unheard in mainstream news, to reveal patterns of discrimination and illuminate solutions.

The Fuller Project brings journalism about women to millions of readers in the United States and around the world through legacy and local media partnerships. These editorial partnerships foster a community of journalists dedicated to inclusive coverage, drawing on expertise about the interconnected issues that affect women, gender-diverse people, and whole societies. The reporting aims to give readers a new understanding and better equip them to challenge harmful conventions that have historically limited rights.

REPORTING RELATIONSHIPS

The Director of Development will report to the Chief Executive Officer, Xanthe Scharff and will have one direct report, the Development Associate.

FROM THE CHIEF EXECUTIVE OFFICER

The Fuller Project is the global newsroom dedicated to groundbreaking reporting that catalyzes positive change for women. We report original stories about climate, health, labor, and related movements that otherwise wouldn't be told, centered on people whose experiences are often overlooked because of their gender, race, or other identities. Our journalists spotlight critical issues and expose injustice with in-depth reporting published in renowned news outlets from The New York Times to Kenya's Nation to India's The Wire. Our reporting, centered on women and read by policymakers, corporate leaders, and influencers, leads to better outcomes for women and their communities.

We founded The Fuller Project on the belief that news coverage must represent the views of all individuals. When it does, journalism can fulfill its promise of helping to create a fully informed citizenry. Journalism has the power to inform, to expose abuses of power and human rights, and to inspire urgent action.

Since 2015, our reporting has helped end life-threatening practices, led to large scale releases of public data, and influenced the introduction of new legislation. Our rigorous journalism connects the stories of women everywhere, fostering shared urgency, agency, and action. Our long-term vision for growth prioritizes reporting on climate, health, labor, and related movements and key regions including the U.S. Southeast and Southern Border, California, Kenya, India, and Afghanistan.

We seek a Director of Development who is excited by the opportunity to grow and build our individual giving program, to manage our overall portfolio of giving, and to serve as a liaison to our Board of Directors. The Director of Development will leverage a team of leaders and board members who have built trusting relationships with funders over years of organizational growth. For an entrepreneurial and mission-driven development leader, this is an opportunity to join a passionate and committed team and to spur change in the journalism that informs our world.

–Xanthe Scharff, Co-founder and Chief Executive Officer

DIVERSITY, EQUITY, INCLUSION, AND BELONGING

The Fuller Project centrally values diversity, equity, inclusion, and belonging and prioritizes DEI in all team building and work. These same values are also central in The Fuller Project's journalism. The Fuller Project is an equal opportunity employer and values diversity of all forms in its newsroom. The Fuller Project welcomes candidates of all gender identities to apply.

PRIMARY RESPONSIBILITIES

The Director of Development will

- partner with the CEO to define and execute fundraising goals in support of The Fuller Project's strategic plan and editorial and organizational priorities, as well as the tools, support, and resources needed to meet them;
- prioritize and maximize the CEO's involvement in all fundraising activities;

- be an active partner and ally in building The Fuller Project's organizational culture, with a focus on diversity, equity, inclusion, and belonging, and collaboration inside and outside the organization;
- develop and execute annual and long-term fundraising plans and strategies for individual and institutional donors and prospects, working closely with communications colleagues on visual/communications materials;
- execute and refine the stewardship strategy and oversee related high impact events for top prospects, donors, and volunteers;
- work independently and as a team player who will productively engage with others at varying levels of seniority within and outside of the organization;
- participate in major fundraising solicitations;
- work closely with the Board of Directors Development Committee Chair and staff the committee; and
- oversee systems for gift management, reporting, and stewardship.

LEADERSHIP

Xanthe Scharff, PhD

Co-founder and Chief Executive Officer

Dr. Scharff is the CEO and Co-founder of The Fuller Project, a nonprofit organization dedicated to groundbreaking reporting on women worldwide that raises awareness, exposes injustice and spurs accountability.

Under her leadership, The Fuller Project has evolved from a grassroots start-up to the global newsroom dedicated to reporting on women and publishing with leading outlets. Since its co-founding in 2015 from Turkey, The Fuller Project newsroom has won various accolades including the Military Reporters & Editors Award, the One World Media Award, the Amnesty International Media Award, the Milwaukee Press Club Silver Award; reporting has also been shortlisted for the Biedler Prize for Cancer Journalism, One World Media Award, South Asia Journalism Association Daniel Pearl Award, and the National Society of Newspaper Columnists Award.

At The Fuller Project, Xanthe heads an organization that includes several dozen editors, reporters, global contributors, and senior business leaders. The team's reporting has spurred the introduction of new legislation to protect women and girls in the U.S., the hiring of hundreds of policewomen in India, the banning of virginity testing in state hospitals in The Philippines, and much more. She has raised nearly \$25 million for The Fuller Project and other nonprofits that raise the voices of women and girls, and she has led The Fuller Project through year-on growth, more than tripling organizational resources between 2019 and 2020. In 2021, Xanthe was awarded the Helen Gurley Brown Genius Grant for her visionary leadership in bringing to light groundbreaking stories affecting women.

Xanthe is an award-winning nonprofit founder and journalist whose reporting has been featured in *Newsweek*, *Foreign Affairs*, *Foreign Policy*, and beyond. During the coronavirus pandemic, she was among the first to write about the disproportionate impact of the economic crisis on women in a major U.S. news outlet ([TIME](#)). Xanthe then called for a federal release of data to better inform policies in [The Boston Globe](#). She and her team reported, based on exclusive statistics received from 17 state agencies, to show women as the majority of unemployment seekers in all states. Over a dozen journalism outlets including *The New York Times* sourced The Fuller Project's data reporting, which led the national news cycle three weeks ahead of federal data releases.

In 2019, Xanthe was named among the top 40 under 40 by the Leadership Center for Excellence for outstanding public service. Xanthe is the Founder and Board Chair Emeritus of [Advancing Girls' Education in Africa](#), a thriving nonprofit in East Africa which has served 3,000 girls with secondary school opportunities. The UN gave AGE Africa a good practice award, and Michelle Obama endorsed the organization's work. CBS's *The Early Show*, *Voice of America*, *The Christian Science Monitor*, and several African media outlets have covered their work. The nonprofit named the *Xanthe Scharff Workplace Experience* project in her honor.

Formerly, Xanthe was the Associate Director at the Center for Universal Education at Brookings where she led research and programming on girls' education. There, she published extensively and edited a volume on girls' education, built a partnership with Brookings India, and facilitated a network of 60 global foundations. She was an Education Pioneers Fellow and a Peace Scholar at the United States Institute of Peace during her investigation into government and donor failures to support the survivors of a devastating 20-year war in Northern Uganda.

The Fletcher School awarded Xanthe her doctorate in International Relations for research on post-conflict education, during which she was named Minear Fellow, Earhart Fellow, Henry Leir Fellow, and was an Active Citizenship Fellow. She was also a D.C. Education Fellow and worked at the District of Columbia Public Schools. She is a member of the Meridian Center Rising Leadership Council and a lifetime member of the Council on Foreign Relations, and she has worked with organizations including The World Bank, United Nations, Arabella Advisors, CARE, and Save the Children. Xanthe graduated with honors from New York University and completed executive education courses at Harvard Business School and the Kennedy School at Harvard.

Xanthe serves on the Board of Advisors of The War Horse, an award-winning nonprofit newsroom that supports military spouses and educates the public on military service, having herself been a military spouse during numerous 9/11 deployments. Having lived in Argentina and Peru, Xanthe speaks Spanish. She has also lived and worked in Turkey, Uganda, Sudan, and Malawi and now leads The Fuller Project's headquarters in Washington, D.C., where she lives with her two children.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Fuller Project seeks a Director of Development with

- passion for the mission of The Fuller Project—to disrupt bias and redefine traditional news through investigative and enterprise reporting about women, and by fostering a committed community of editors;
- a high level of energy;
- a commitment to being a builder of teams and relationships that value diversity, equity, inclusion, and belonging as well as mentorship of junior staff;
- a creative, innovative, and collaborative approach to tailoring fundraising for an organization that represents a new model of doing business;
- superior communication skills, both written and oral, and the ability to influence and engage a diverse pool of stakeholders;
- demonstrated experience within teams seeking and securing gifts with significant institutional impact;
- knowledge of the U.S. donor landscape;
- experience establishing, overseeing, and directing an individual giving program;
- tangible experience expanding and cultivating existing donor relationships over time;

- management experience that will inform oversight of a growing development department, including individual giving, foundations, medium and small gifts, and other future strategic opportunities such as launching a membership program; and
- strong organizational skills with attention to detail.

At least five years of professional experience in nonprofit organizations with demonstrated success in a development function (managing and forging relationships with multiple donor sources), preferably on a national level, is required for this position.

SALARY & BENEFITS

The salary for this position is \$125,000 annually. The Fuller Project offers a comprehensive benefits package including health, dental, and vision insurance; paid parental leave; retirement plan; generous vacation policy, plus flexible and inclusive holiday schedule; phone and communications stipend; a commitment to an inclusive and diverse work culture; and professional learning and development opportunities.

LOCATION

This position is based in the Metropolitan Washington, DC area. The Director of Development is expected to work in Bethesda, Maryland office on average three days per week or at the discretion of the manager.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should reflect a commitment to a fully representative press that spurs gender equity, consistent with the mission of The Fuller Project.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[*Director of Development, The Fuller Project.*](#)

To nominate a candidate, please contact Shelley Semmler:

[*shelleysemmler@aspenleadershipgroup.com.*](mailto:shelleysemmler@aspenleadershipgroup.com)

All inquiries will be held in confidence.