



Besa
BE THE GOOD

POSITION PROFILE

Director of Development

Besa

Columbus, Ohio



About Besa

Besa is on a mission to transform the volunteer experience by bringing the community together in meaningful, impactful ways. Besa is an Albanian term that means "to keep the promise," and more than a decade in, Besa is keeping that promise to Central Ohio. Since launching in 2012, the team has rallied 98,000 volunteers, giving 245,000 hours through 15,000 service projects, and has facilitated \$97M in community impact. Besa sits at the center of Central Ohio's volunteer ecosystem – connecting individuals and businesses with 205+ nonprofit partners, designing and delivering volunteer programs that meet real community needs, strengthening nonprofit capacity, and making community-wide service possible at scale

About the Role

Besa's funding comes from grants, foundations, business partnerships, and individual donors. Individual giving is where we have the most room to grow – and that's where this role starts.

The Director of Development is a relationship-first, campaign-driven role focused on building, growing, and maturing Besa's individual donor program. The work is relational and hands-on – owning a portfolio of donor relationships; cultivating, soliciting, and stewarding donors; and running campaigns that perform and grow over time. While individual giving will be your primary focus, your portfolio may also include corporate and family foundation donors.

In this role, you'll also support the CEO in donor research and preparing meeting briefs that advance successful cultivation and fundraising conversations. In addition, you'll oversee the Sr. Advancement Coordinator, who supports department operations, including reporting, acknowledgments, and the CRM.

The ideal candidate will bring proven frontline fundraising experience and a strong understanding of principles of donor engagement and stewardship. They will bring experience building and executing



data-driven fundraising strategies to advance organizational priorities, and a demonstrated ability to support organizational leadership in building donor relationships.

This is a growth-oriented role with significant opportunity for professional advancement and increased community impact as Besa's individual giving program scales. As part of a team with a values-driven culture and commitment to service, you will have the opportunity to see the impact of your work firsthand, participating in paid volunteer opportunities alongside your colleagues and Besa volunteers.

Primary Responsibilities

Individual Donor Development

- Build, manage, and grow a portfolio of individual donors across all giving levels, including monthly sustainers and emerging donors, with a strategic focus on cultivating and advancing relationships toward major gifts in the \$10,000+ range
- Own the full donor lifecycle: identification, cultivation, solicitation, stewardship, and renewal
- Make direct asks – in person, by phone, and in writing
- Qualify and assign prospects into appropriate portfolios
- Track all donor interactions and activities in CRM

Campaign Management

- Design and manage Besa's individual giving campaigns – from annual fund appeals to giving days and targeted donor segments
- Test messaging, segments, and channels; track results and apply learnings to future campaigns
- Develop donor communications including campaign copy, impact updates, and stewardship touchpoints

CEO Partnership & Team Leadership

- Prepare CEO for funder meetings with research, background, and recommended talking points
- Manage follow up and next steps resulting from CEO funder conversations
- Supervise and support the Sr. Advancement Coordinator, providing coaching, accountability, and professional development
- Undertake additional duties as assigned, contributing flexibly to the dynamic needs of the organization

Board Engagement

- Serve as primary staff liaison to board advancement committee, ensuring ongoing communication and alignment with fundraising priorities
- Develop overall fundraising capacity of board members, deepening their engagement in planning and execution of fundraising initiatives
- Support board members in engaging their networks and facilitating donor asks

Our Ideal Candidate

- Three to five years in nonprofit fundraising, with demonstrated success in individual giving and donor stewardship
- Experience managing fundraising campaigns – building, running, measuring, and improving programs
- Proven experience closing gifts through broad-based and one-on-one in-person solicitation across a range of gift sizes, from small annual gifts to four- and five-figure+ commitments
- Excellent interpersonal and relationship-building skills, with the capacity to establish trust with a wide variety of individuals
- Strong attention to detail and organizational abilities, with proven experience managing relationships with diverse donor and stakeholder groups.
- Demonstrated ability to proactively anticipate an executive's needs, identify priorities, and take initiative to deliver solutions and support before requests are made
- Strong written and verbal communicator who can craft compelling donor messaging and support executive-level fundraising conversations
- Ability to inspire others, driving vision and purpose and rallying others around shared goals
- Proficient in HubSpot or similar CRM systems
- Enthusiasm for Besa's mission to strengthen Central Ohio through volunteerism and community partnership

Position Details

To succeed in this role, the individual must effectively perform each essential duty. The physical demands and work environment outlined below are representative of those encountered while fulfilling the essential functions of this position. Reasonable accommodations can be arranged for individuals with disabilities.

- Regularly use a computer and engage with co-workers in both office and virtual environments
- Frequently stand or sit to complete work, with occasional lifting and movement of up to 40 pounds
- Reliable transportation is required due to occasional local travel, including a valid Ohio Driver's license
- Responsible for providing a phone and ensuring an adequate workspace for completing all work

Why Besa

At Besa, we're building community infrastructure that connects people to meaningful service and transforms how our region shows up for one another. We are guided by four core values: lead with heart, be fearless, bring people together, and serve with kindness. Joining Besa means contributing to a mission-driven organization where your work directly mobilizes thousands of volunteers, strengthens hundreds of nonprofit partners, and makes a positive impact on the world, one connection at a time.

What We Offer

Joining Besa comes with a range of benefits aimed at supporting your well-being, professional growth, and alignment with our mission:

- Energetic and collaborative team environment passionately dedicated to transforming the volunteer experience and bringing people together in service
- Headquarters located in Columbus, Ohio's Brewery District, within a collaborative and inspiring workspace
- Generous PTO policy, Summer Fridays, and an additional 10 paid holidays
- Competitive medical, dental, and vision benefits, retirement plan with employer match of up to 3% of salary, paid parental leave, short-term and long-term disability benefits, and Employee Assistance Program (EAP)
- Investment in your growth through coaching, professional development opportunities, and access to sector learning (conferences, workshops, training)
- Regular volunteer opportunities, team retreats, and a culture rooted in our values

Besa is an Equal Opportunity Employer, committed to providing equal opportunities to all candidates regardless of race, color, religion, sex, national origin, age, disability, or genetics. We comply with all applicable federal, state, and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, ensuring a fair and inclusive workplace. While this job description is designed to represent the job requirements, additional duties, responsibilities, and activities may be assigned or changed at any time with or without notice. Candidates must be eligible to work in the United States without sponsorship and will undergo a criminal background check prior to hire.

Work Location: Columbus, OH; Hybrid Flexibility

Employment/FLSA Status: Full Time/Exempt

Reports to: CEO

Target Salary: \$75,000 - \$85,000/yr. + performance-based bonus eligibility

Submit your application [here](#)



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