New Haven Legal Assistance Association Seeks Director of Development

About the Position

New Haven Legal Assistance Association, Inc. (NHLAA) seeks a strategic, dynamic, and mission-driven Development Director to lead our fundraising, communications, and donor engagement efforts. The Director of Development will work closely with the Executive Director and NHLAA's Board of Directors to create and implement a comprehensive development plan to diversify revenue streams, strengthen individual and institutional donor relationships, and secure the financial resources needed to support and sustain NHLAA's mission.

About New Haven Legal Assistance

New Haven Legal Assistance Association (NHLAA) is a legal aid organization, founded in 1964 in the midst of the Civil Rights movement. We were established on the principle that everyone, regardless of race or income, should have equal access to the justice system. We work side by side and in relationship with the community in order to lift up our clients' voices and achieve racial, economic, and social justice. NHLAA serves clients living in 22 cities and towns in the Greater New Haven and Lower Naugatuck Valley communities. We provide legal representation and community education in seven different practice areas, including housing, immigration, public benefits, employment, child protection, education law, and employment. We represent children facing the loss of educational rights, workers denied wages or facing discrimination, individuals suffering abuse by a partner or spouse, individuals with disabilities, seniors with various legal problems, and immigrants facing deportation or in detention.

Key Responsibilities and Areas of Focus

- **Fundraising Strategy and Leadership**. Assess NHLAA's current fundraising capacity, systems, and funding sources. Develop a growth plan that is aligned with NHLAA's mission, strategic plan, and community needs.
- **Support and Activate the Board of Directors**. Engage board members in donor outreach and event execution. Communicate to board NHLAA's development strategy and plan, including regular progress reports.
- **Collaborate on Communications.** Partner with NHLAA's Executive Director and communications consultant to shape external communications and contribute fundraising-focused content for newsletters, donor updates, the annual report, social media, and the website to highlight NHLAA's impact, engage donors, and boost financial support.
- **Grow Individual Giving and Major Gifts**. Manage all aspects of individual giving, including donor engagement campaigns, acknowledgements, and stewardship. Deepen relationships with donors to increase their support through major, multi-year, and legacy gifts.
- **Strengthen Law Firm Giving**. Cultivate and steward area law firms in their giving and support for NHLAA.

Qualifications

- 5 or more years of fundraising or development leadership experience.
- Experience working with a leadership team.
- Commitment to equity and inclusion.
- Demonstrated ability to collaborate with Board of Directors and Executive Director on development and fundraising initiatives.
- Strong familiarity with the philanthropic landscape of Greater New Haven.
- Exceptional writing, storytelling, and editing skills for a range of audiences.
- Familiarity with donor management software.
- Passion for social justice, poverty relief, and equal access to the legal system.
- Valid driver's license and access to car

Compensation

- Full time, Salaried, Exempt.
- Salary range: $100,000- 110,000.
- Health/Dental/Vision/Life Insurance, 4 weeks of vacation, 3 personal days, 12 sick days, 13 holidays, and 403(b) retirement plan.

Location

- The primary work location is at NHLAA's office in downtown New Haven, but may require travel throughout the state. Some remote work is permitted to accommodate the varied schedule of development work, including special fundraising events, donor meetings, and other community events that take place outside of regular business hours.

Timeline

- The position will begin in January 2027.

Application Instructions

- Please send a cover letter and resume to Employment@nhlegal.org. NHLAA invites all applicants to include in their cover letter a statement about how your unique background and/or experiences might contribute to the diversity, cultural vitality, and perspective of our staff and legal services practice.

New Haven Legal Assistance is an Equal Opportunity Employer. We are committed to providing equal employment opportunities to all individuals regardless of age, race, color, national origin, citizenship status, disability (physical or mental), religion, creed, sex, gender, gender identity and/or expression, sexual orientation, marital status, genetic information, or any other characteristic protected by federal, state, or local law.