



Development Officer

Location: United States (Hybrid/Remote options, or fractional contracts considered)

Reports to: Executive Director

Organization Type: Lean, efficient, global health and humanitarian nonprofit

About Us

Doctors of the World USA (DotW) is a global health and humanitarian organization that delivers medical care—and defends the right to it—where health systems are strained, collapsing, or out of reach. As part of the Médecins du Monde international network and active in more than 70 countries, DotW upholds the principle that health is a human right and responds to inequities driven by displacement, conflict, poverty, and exclusion.

In the U.S. and globally, DotW provides direct medical care, addresses barriers to access, and advocates for policies that protect the dignity, safety, and rights of migrants, refugees, and marginalized communities.

Position Summary

The Development Officer will lead and execute a comprehensive fundraising strategy designed to grow unrestricted revenue, project support and grow a diverse community of donor across multiple channels, including: individual giving (annual fund and mid-level donors); major gifts; family foundations; Donor Advised Funds (DAFs); and corporate partnerships and sponsorships.

This ideal candidate brings a proven track record of growing revenue and donor engagement over time. They are skilled at connecting storytelling with modern engagement approaches, helping supporters understand both the urgency of the work and their role in sustaining it. By bridging fundraising and communications, they will shape a clear, cohesive strategy that strengthens donor acquisition, deepens retention, and supports long-term growth. As a key member of a small team, the Development Officer must be both strategic and hands-on, capable of building systems while cultivating authentic, values-aligned relationships.

Key Responsibilities

Fundraising Strategy & Revenue Growth

- Develop and implement a multi-year development plan to significantly increase revenue and expand the donor base.
- Set measurable revenue goals and track performance against benchmarks.
- Build and manage a robust major gifts pipeline, including cultivation, solicitation, and stewardship strategies.
- Expand support from individual donors, family foundations, DAF holders, and corporate partners.
- Identify and pursue new funding opportunities aligned with organizational priorities.

Individual & Major Gifts

- Manage a portfolio of major and mid-level donors.
- Conduct donor meetings (virtual and in-person as appropriate), prepare briefing materials, and make tailored solicitations.
- Develop compelling proposals and customized reports for individual donors and DAF sponsors.
- Strengthen donor retention through thoughtful stewardship and engagement strategies.

Foundations & Corporate Partnerships

- Research and cultivate relationships with family foundations and corporate funders.
- Write and oversee high-quality grant proposals and reports.
- Develop corporate engagement strategies, including sponsorships, cause marketing, and employee engagement initiatives.

Digital Fundraising and Communications Integration

- Lead the development and oversight of digital fundraising efforts, aligning messaging and campaigns with overall development strategy.
- Leverage digital marketing, email campaigns, social media, and content strategy to drive donor acquisition and retention.
- Work with external consultants as needed to execute priority campaigns and optimize performance. Partner with communications consultants to ensure storytelling supports fundraising goals and growth strategy.
- Ensure consistency of messaging across fundraising appeals, grant proposals, and collateral materials.

Donor Systems & Data Management

- Implement best practices in donor stewardship and moves management strategies.

- Work with the Development and Grants Assistant to maintain and optimize the organization's donor database (Salesforce).
- Ensure accurate tracking of donor interactions, revenue, and reporting metrics.
- Use data analytics to inform strategy, segment audiences, and increase giving levels.

Qualifications

Required

- 3-5+ years of demonstrable success in non-profit fundraising, with a track record of increasing revenue, donor acquisition, and expanding a donor base over time.
- Significant experience securing major gifts from individuals and family foundations.
- Experience raising funds through DAFs and corporate partnerships.
- Strong knowledge of current fundraising and marketing methods, including digital engagement and integrated campaigns.
- Exceptional written and verbal communication skills, with the ability to translate complex health and humanitarian projects and data into persuasive, emotional narratives.
- Proven experience writing compelling grant proposals, donor communications, and fundraising collateral materials.
- Experience maintaining and utilizing a donor database/CRM for keeping detailed records of donor interactions, moves management, and contact history for tracking and reporting.
- Strategic thinker with the ability to execute tactically in a small-team environment.
- Ability and willingness to travel periodically for donor meetings and events.

Preferred

- Experience in global health, humanitarian, public health, immigrant rights, human rights or related mission-aligned nonprofit sectors.
- Working level fluency in French or Spanish (strongly preferred).
- Experience integrating fundraising with brand strategy and communications planning.
- Familiarity with donor analytics and segmentation strategies.

Core Competencies

- Strategic and results-oriented
- Relationship-driven and persuasive
- Strong storytelling ability with a deep appreciation for mission-driven work
- Highly organized with strong project management skills
- Entrepreneurial mindset and comfort working in a small organization
- Cultural sensitivity and global perspective

What We Offer

- Opportunity to shape and grow a development function with significant impact
- Collaborative, mission-driven team environment

- Competitive salary (for full-time position, a core range of \$95-\$125k directly tied to level of experience and verifiable past results), and a full package of benefits including health, dental and vision insurance, employer-supported 401k, and a generous PTO policy
- Flexible work arrangements (as applicable)
- Meaningful international humanitarian impact

To Apply

Please submit a resume and cover letter to jobs@doctorsoftheworld.org with 'Development Officer' in the subject line.

Visit our website, doctorsoftheworld.org, for more information about the organization. Doctors of the World USA is an Equal Opportunity Employer and strongly encourages Black, Indigenous, People of Color, women, disabled, and LGBTQ individuals to apply.