

*Exchanging knowledge, ideas and resources to support emerging leaders  
advance environmental mobility justice*

# DIRECTOR OF DEVELOPMENT



Beyond Climate Collaborative  
PART-TIME | VOLUNTARY | REMOTE  
DEADLINE: 23 MARCH 2026



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## **Join us - Help Build BCC's Development & Resource Mobilization Strategy!**

[Beyond Climate Collaborative \(BCC\)](#) is at an exciting stage of growth. We are strengthening our Development and Finance & Funding function to support the long-term sustainability of our work advancing environmental mobility justice. As we scale, we're seeking a **Director of Development** to help shape how BCC is resourced—strategically, ethically, and in alignment with our values.

This role sits at the center of BCC's growth journey. Working closely with the BCC Directors, the Director of Development will design and lead BCC's fundraising and resource mobilization strategy, translating programmatic vision into compelling cases for support, well-structured budgets, and sustainable funding pathways. You will help build the systems, narratives, and financial linkages that allow a justice-led organization to grow without compromising its principles.

As Director of Development, you will guide grant and donor strategies, support the development of programmatic and organizational budgets, and strengthen funding-linked financial planning and reporting. You will play a key role in shaping early-stage financial and grant-management systems, ensuring transparency, accountability, and alignment with donor, fiscal sponsor, and regulatory requirements—while keeping BCC agile and values-driven.

This is a rare opportunity to co-create the funding architecture of a first-of-its-kind climate mobility organization from the ground up. The role is well suited to someone who enjoys working in early-stage environments, thinks strategically about sustainability, and is excited to build alongside a small, committed, global team.

If you want to combine your expertise in fundraising, development, and financial strategy with purpose—and help build something ambitious and deeply values-led—we'd love to hear from you.



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## **About the Beyond Climate Collaborative**

The Beyond Climate Collaborative (BCC) is a new climate mobility justice non-governmental organization. We are driven by our mission to exchange knowledge, ideas and resources to support emerging leaders advance environmental mobility justice.

We build bridges to support emerging leaders in their processes of (un)learning and (re)imagining ways of working to address climate change and environmental displacement through the lenses of environmental, migrant, racial, feminist and social justice.

Together, we uplift a new generation to pioneer and co-create timely, cross-sectoral, just and sustainable solutions to environmental-related injustices that reduce risks, reinstall people power and bolster the resilience of the planet and her people to the impacts of climate change and beyond.

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## **Director of Development**

**Location:** Remote

**Reports to:** Founding Executive Director

**Position Type:** This is a voluntary and part-time role with the Beyond Climate Collaborative. The volunteer is expected to contribute around 10-15 hours per week.

**Compensation:** This is an unpaid role. Should funding for compensation become available based on programmatic budgets, the volunteer agreement for this position will be voided and replaced with a consultancy agreement jointly issued by the Beyond Climate Collaborative and Just Atonement Inc.

### Role Summary:

BCC is seeking a Director of Development to lead the design and execution of our fundraising and resource mobilization strategy.

This role provides strategic leadership across fundraising, grants, donor engagement and reporting, and funding-linked financial planning, working closely with BCC leadership and a small

grants support function. The Director of Development plays a central role in ensuring that programmatic ambitions are translated into well-structured budgets, aligned with fundraising targets, and integrated into the organization-wide financial framework.

The role requires strong comfort working with budgets, financial narratives, and foundational accounting concepts relevant to nonprofit fundraising, and the ability to connect programmatic strategy with realistic resourcing and sustainable approaches. It also requires experience mapping funding and grants opportunities, supporting BCC in identifying suitable financial sources.

### Key Responsibilities:

#### *Development Strategy & Organizational Leadership*

- Design and drive BCC's annual and multi-year fundraising and resource mobilization strategy
- Set fundraising priorities across grants, foundations, and individual giving
- Translate BCC's mission, programs, and theory of change into compelling cases and capacity statements for support
- Explore and help design innovative and diversified funding models (e.g. philanthropy, donor-advised funds, aligned corporate giving, blended finance approaches) consistent with BCC's values and scale
- Advise organizational leadership on funding decisions aligned with values, strategy, and capacity and collaborate closely with BCC Directors to align long-term organizational goals, programmatic strategies, fundraising targets, budget management, and financial projections

#### *Grants & Institutional Funding Oversight*

- Oversee the grant pipeline, including prioritization, timelines, and portfolio balance
- Coordinate with Funding & Finance team on proposal development, grant applications, and reporting
- Ensure funding pursued aligns with BCC's values, and strategic and programmatic priorities
- Support development and refinement of BCC's case and capacity statements for support, theory of change, funder-facing narratives, budgets, and reporting materials, overseeing the Funding & Finance and Communications teams
- Cultivate and manage relationships with institutional funders and donors to strengthen BCC's funding pipeline and long-term sustainability

#### *Individual Giving & Donor Stewardship*

- Design, implement, and manage a donor cultivation and stewardship approach
- Support outreach to individual donors, donor-advised funds, and aligned funders
- Oversee the development of donor communications, briefings, and impact updates

- Guide leadership on major donor conversations and follow-up, including mapping and prioritizing spaces for networking and fundraising

### *Financial Sustainability & Systems*

- Lead the development of organizational, programmatic, and grant-specific budgets, in collaboration with BCC leadership, to inform strategic planning and ensure resources are effectively allocated
- Ensure programmatic and grant budgets are integrated into the organization-wide budget and aligned with fundraising targets and cash flow realities
- Prepare financial forecasts, scenarios, and analyses to support strategic decision-making, identify financial risks, and inform sustainability planning
- Track fundraising performance against budgeted targets and proactively flag financial risks, gaps, or resourcing misalignments
- Coordinate with finance, accounting, and fiscal sponsor support to ensure timely, accurate, and transparent financial reporting aligned with donor requirements and organizational policies
- Support compliance with donor, fiscal sponsor, and relevant regulatory requirements by ensuring funding-related financial information, documentation, and reporting processes are accurate and complete

### *Team Leadership & Capacity-Building*

- Provide light coordination and mentorship to the Finance & Funding team and assist with team member recruitment, as needed
- Help define clear roles, workflows, and priorities within the funding function, ensuring alignment with BCC strategic priorities across workflows (e.g. Programmes, Networks, Knowledge & Resources)
- Contribute to a healthy, non-extractive volunteer culture grounded in shared accountability, collective learning and growth
- Serve as a thought leader in the organization, contributing to BCC's overall strategic direction and impact.

## **Required Qualifications**

To be eligible for this role, you must bring:

- 3+ years of relevant experience or advanced training in nonprofit development, fundraising, social impact finance, or closely related fields
- Minimum bachelor's degree in a relevant field for the role. A master's degree is an advantage
- Familiarity with foundation funding, grants management, and/or individual giving
- Excellent writing and funder-facing storytelling skills, with the ability to translate complex programs into compelling cases for support
- Demonstrated experience supervising or coordinating staff and/or volunteers, using a collaborative, mentorship-oriented leadership style
- Clear alignment with BCC's mission and values, including a commitment to climate justice, environmental mobility, equity, and movement-led change
- Fluency in English (spoken and written). Additional languages (e.g., French and Spanish) are an advantage

## **Desirable Qualifications**

This role is a strong fit if you also bring:

- Strong strategic thinking paired with a willingness to build systems and processes from the ground up
- Comfort working in early-stage, evolving environments, with the initiative to test innovative and creative funding approaches
- Demonstrated experience supervising or coordinating staff and/or volunteers, using a collaborative, mentorship-oriented leadership style
- Strong self-management skills and a commitment to delivering results

*We especially welcome applicants from MBA, MPA, MPP, and similar programs seeking applied leadership experience in mission-driven organizations.*

## What We Offer:

- **Meaningful Impact:** Hands-on leadership experience shaping the internal operations of a mission-driven nonprofit at the intersection of climate justice, migration, and social equity—where your contributions directly strengthen BCC's ability to build a more just, sustainable world.
- **Professional Development & Mentorship:** Access to personalized mentorship, skill-building opportunities, and BCC's curated programming—including the ISCM and other CMJA courses and workshops. Volunteer Directors are also eligible to receive certificates for their participation in CMJA programmes they complete.
- **Networking & Movement-Building:** Opportunities to connect and collaborate with a growing community of emerging leaders, practitioners, and experts in climate mobility, environmental justice, and intersectional advocacy spaces.
- **Creative Freedom & Leadership Growth:** A flexible, collaborative, and supportive environment where you'll be encouraged to take initiative, shape internal systems, and co-create solutions that reflect your strengths and passions.
- **Recognition & Visibility:** Public recognition of your contributions across BCC platforms and support to showcase your work in external spaces—ideal for those seeking to build or deepen a professional presence in the nonprofit, environmental, or advocacy sectors.

## How to Apply

We're excited to learn more about you! To apply for this position, please submit the following:

- 1. Resume/CV:** Include your most relevant experience, education, and any relevant skills or projects related to nonprofit funding, financial management, leadership, environmental justice, and climate mobility.
- 2. Motivation Letter:** This is an opportunity to tell us what motivates you, why you'd like to be part of BCC, and contribute to climate mobility justice. This is not a cover letter requirement, so we don't expect to learn about your skills and professional experience; we're more interested in your personal motivations. It can be just a paragraph or a page; it's up to you.
- 3. Writing Prompt:** Please respond to one of the following questions in no more than 300 words:
  - **Prompt A:** BCC is applying for a large, multi-year grant. In a few sentences, outline how you'd frame an innovative case for support, so it stands out.
  - **Prompt B:** If reaching out to a prospective high-net-worth donor, what would be your hook, and how would you make the case for resourcing justice-centered climate mobility?
  - **Prompt C:** Outline what you see as the three (3) main pillars of a strategic funding or resource-mobilization strategy for BCC as we move from start-up to scale-up.

*\*Note: We welcome alternative forms of submission for the writing prompt (e.g., an audio or video response).*

**Submit your complete application to [apply@beyondclimatecollaborative.org](mailto:apply@beyondclimatecollaborative.org) with the subject line: "Application for Director of Development – [Your Name]."**

Applications will be reviewed on a rolling basis, until the final deadline: **23 March 2026**. Only complete applications (including the CV, motivation letter, and writing prompt) will be considered.