

DEVELOPMENT DIRECTOR POSITION PROFILE

Organization: ***States Newsroom***

Location: ***Washington D.C. / Chapel Hill, NC. / or Remote***



MANEVA

ORGANIZATION OVERVIEW:

States Newsroom

States Newsroom was launched in 2018 with an urgent mission: to provide non-partisan coverage of the state policy and politics that most affect people's daily lives. In March 2024, States Newsroom achieved full national coverage after establishing a newsroom or partnership in all 50 states.

States Newsroom is the nation's largest state-focused nonprofit news organization, with reporting from every capital. The work of States Newsroom provides key insight on policy and politics at no cost to the reader — no pop-ups, paywalls or ads.

In an era of rampant disinformation and growing news deserts, States Newsroom provides timely, non-partisan coverage of the state issues that most affect people's daily lives. As a mission-driven newsroom powering democracy through public-interest journalism, States Newsroom delivers vital, trusted reporting where others can't, their free reporting supports local outlets and helps sustain hyperlocal coverage nationwide.

States Newsroom employs more than 220 full-time editors, reporters, and support staff covering 39 states; in the remaining 11 states, they partner with and support already-established nonprofit newsrooms. States Newsroom has established a philanthropic business model that empowers news coverage of state politics and policy, made possible through direct financial giving by individual donors at all levels.

States Newsroom recently expanded its reach and impact through the 2023 acquisition of Stateline and the growth of its Washington, D.C. bureau, which covers federal developments through a state-focused lens. Its reporting is freely available for republication, with thousands of outlets nationwide relying on its coverage. The organization also launched **News from the States**, a central hub featuring award-winning journalism from its network and nonprofit partners like *The Texas Tribune*, *CalMatters*, and *Mississippi Today*. States Newsroom offers both national and state-specific newsletters, providing in-depth analysis on politics, policy, and issues that span across state lines.

As States Newsroom turns its focus to the future, the organization is expanding its impact through increased in-state reporting capacity, new partnerships and distribution tools that support local news through republication and collaboration, and on-the-ground coverage of how recent changes at the federal level directly impact people in the states.

To learn more about States Newsroom, please visit their [website](#).



ROLE SUMMARY:

DEVELOPMENT DIRECTOR

States Newsroom seeks a strategic and collaborative Development Director to strengthen and expand its fundraising program at a pivotal moment in the organization's growth. With an annual budget of \$32 million, States Newsroom is the largest nonprofit news organization in the country, delivering high-quality, nonpartisan reporting through its network of state-based outlets.

Reporting to the Chief Operating Officer, this Director will lead a development function that is both national in scope and deeply connected to state-level operations. A central priority will be cultivating, soliciting, and stewarding major donors capable of making six-figure gifts. This individual will be a hands-on fundraiser who excels at identifying and pursuing new opportunities, researching and qualifying prospects, initiating connections, and crafting compelling pitches, while serving as a trusted partner to the CEO in donor meetings and philanthropic forums.

Over time, the Director will also establish more formal stewardship programs, such as events, webinars, and tailored donor communications, while supervising one direct report and envisioning how to expand the team to meet future needs. This is a role for a leader who is as comfortable setting strategy as they are rolling up their sleeves—someone who can balance fundraising vision with execution, ensuring that States Newsroom has the resources, systems, and relationships to sustain and scale its impact.

This is an exciting opportunity for a development professional energized by building donor pipelines and securing transformational gifts, while advancing the mission of a fast-growing nonprofit newsroom that is reshaping local journalism across the country.



ROLE SUMMARY:

DEVELOPMENT DIRECTOR

(CONTINUED)

Key Responsibilities Include:

- **Fundraising Strategy & Implementation:** Work closely with the CEO and COO to establish clear revenue targets and set strategic priorities for philanthropic giving, individual donors, and online fundraising.
- **Major Gifts Fundraising** – Cultivate, solicit, and steward individual donors at the 6 and 7-figure level, building and managing a robust pipeline to sustain and grow revenue.
- **Foundation Stewardship**– Craft compelling pitches, lead proposal development, reporting, and relationship management for foundation and institutional funders.
- **Prospect Identification & Research** – Proactively identify and qualify new donor prospects, conduct research to align giving priorities with States Newsroom’s mission, and build a robust pipeline of future funders.
- **External Engagement & Representation** – Nurture new relationships with high-net-worth individuals, foundations, and philanthropic networks and represent the organization at donor meetings and conferences to raise visibility and inspire investment.
- **Donor Stewardship Programs** – Design and implement structured engagement opportunities, such as webinars, events, donor briefings, and targeted impact communications, to deepen donor relationships and retention.
- **Performance Measurement and Reporting** – Monitor fundraising progress and provide regular reports to leadership, highlighting trends, challenges, and opportunities
- **Team Leadership and Growth** – Supervise and mentor one direct report, while developing a long-term plan to expand and strengthen the development team as needs evolve.
- **Cross-Organization Collaboration** – Coordinate with state-level newsroom leaders and finance staff to understand local priorities and integrate their work into national fundraising opportunities



LEADERSHIP & COMPETENCY EXPECTATIONS

The ideal candidate will be outcome-oriented and have a deep commitment to States Newsroom's mission, demonstrating genuine care for the essential role of free press in our democracy.

While it's understood that no single candidate will bring every single competency, strong candidates will offer the following skills, characteristics, and experiences:

Entrepreneurial & Hands-On Leadership

The ideal candidate is a dynamic, entrepreneurial leader with the energy and drive to build a high-performing fundraising function from the ground up. This inaugural role requires someone who can be both strategic and hands-on- establishing systems, creating processes, and setting a strong organizational culture while actively participating in day-to-day fundraising efforts. They will lead major gift identification and research efforts, building relationships with new and existing program officers and major donors to support ambitious revenue goals.

Mission-Driven & Strategic Partner

They are mission-driven and deeply understand the nuances of journalism, ensuring that all fundraising efforts align with the organization's values and editorial integrity. The candidate will serve as a trusted partner to the CEO, supporting key organizational decisions and leading major funding pitches. They will also play a central role in shaping the overall revenue strategy and developing new revenue-generating initiatives to expand the organization's funding base.

Mission-Driven & Strategic Partner

This leader also has a strong track record of building and developing teams. They will manage, mentor, and coach fundraising staff, strengthening their capabilities and fostering a collaborative culture focused on results. With proven experience securing large-scale philanthropic funding and individual gifts, they bring a combination of strategic insight, relationship-building skills, and executional excellence to grow revenue and support the long-term sustainability of the organization.



LOCATION, COMPENSATION & BENEFITS

States Newsroom has offices in Washington D.C. and Chapel Hill, NC. This role is open to candidates in either of those regions as well as US-based remote candidates. Candidates located in D.C or NC will work in a hybrid setting. Quarterly travel to one or both of the main offices will be expected for the remote candidate.

Salary is based on a variety of factors including, but not limited to, skill set level and years of previous/applicable experience. The salary range for this role is \$120,000 - \$130,000.

States Newsroom offers competitive and comprehensive benefits including platinum level health insurance covered at 100% for employees, a 401k program that is vested immediately with 3% match, and 6 weeks of PTO in addition to 11 holidays. weeks of PTO in addition to 11 holidays.

HOW TO APPLY

To express your interest in this opportunity, please submit your resume and cover letter [here](#).

All inquiries and discussions will be handled with the utmost confidentiality. This position is available immediately, and applications will be reviewed on a rolling basis until the role is filled.

We look forward to hearing from you!



ABOUT MANEVA GROUP

Maneva Group is a leading woman and minority owned executive search firm dedicated to connecting exceptional talent with organizations committed to making a meaningful impact. Through a consultative and client-focused approach, Maneva Group partners with mission-driven organizations to build transformative leadership teams.

Our name, Maneva, comes from the combination of two Sanskrit words: "Mānav" meaning mankind & "Sevā" meaning service. We are driven by the ideal of our name - service to humanity.