



Aga Khan Foundation, USA

Director, Resource Development and Communications

Location: Washington, D.C.

Reports to: Chief Executive Officer

ABOUT AGA KHAN FOUNDATION, USA (AKF USA)

Established in 1981, [Aga Khan Foundation USA](#) (AKF USA) is a private, non-denominational, non-profit international development organization and a vital part of the **Aga Khan Development Network (AKDN)**, one of the largest and most respected development organizations in the world. With a presence in over 30 countries, AKDN works to improve the quality of life for millions of people, regardless of origin, faith, or gender, through long-term, community-driven approaches.

AKF USA mobilizes financial and technical resources to support AKDN's integrated and multi-sectoral development work across health, education, food security, climate resilience, civil society strengthening, and economic inclusion, with a special focus on marginalized communities in Africa and Asia. In addition to funding programs, AKF USA plays a key role in building strategic partnerships, engaging diaspora and philanthropic communities, and increasing awareness of development issues across the United States.

Recognized for its evidence-based programming, cross-sector collaboration, and deep-rooted partnerships, AKF and the broader AKDN have earned a reputation for trust, integrity, and measurable impact. This makes AKF USA a uniquely positioned platform for advancing innovative and inclusive global development solutions.



THE OPPORTUNITY

AKF USA is seeking a strategic, creative, and collaborative **Director of Resource Development and Communications** to lead its fundraising and external engagement efforts. This is a senior leadership role reporting to the Chief Executive Officer and serving as a key member of the senior management team.

The Director will be responsible for developing and executing a national fundraising strategy, strengthening donor engagement and stewardship, expanding AKF USA's visibility, and overseeing a team focused on communications, brand strategy, and community engagement. This is an opportunity to shape a cohesive advancement approach that builds on a strong community-based fundraising base and expands into high-net-worth giving and institutional partnerships

KEY RESPONSIBILITIES

Major Gift Strategy & Philanthropic Development

- Design and lead AKF USA's emerging Major Gifts Initiative, with a focus on engaging high-net-worth individuals and families whose philanthropic values and interests align with the Foundation's mission and global development priorities.
- Identify and develop compelling philanthropic opportunities that reflect AKF's strategic priorities and resonate with a broad spectrum of donor interests.
- Personally manage a portfolio of major donor prospects, supporting cultivation, solicitation, and stewardship in close partnership with the CEO, Board, and senior leadership.
- Travel nationally up to 25–30% of the time to engage with donors, attend events, and collaborate with regional stakeholders and community partners.

Community-Based Fundraising & Campaign Oversight

- Provide strategic oversight and guidance to existing community-led fundraising programs that collectively raise over \$15 million annually.
- Strengthen and evolve national campaigns such as annual giving, Walk-Run events, golf tournaments, and corporate sponsorships.
- Lead the design and execution of donor-focused events, ensuring they reflect AKF's brand and values while advancing cultivation and stewardship goals.



- Ensure consistent messaging, donor experience, and performance measurement across all fundraising efforts.

Communications Strategy & Brand Positioning

- Provide strategic direction and advice to the communications team in developing and implementing a dynamic strategy that elevates AKF USA's visibility and supports fundraising goals.
- Ensure creation of high-quality collateral, digital assets, and content that articulates AKF's impact and brand.
- Align messaging across platforms to engage donors, partners, media, and the public with consistent and compelling storytelling.

Team Leadership & Management

- Supervise and support a multidisciplinary team across fundraising and communications.
- Foster a collaborative, inclusive, and high-performing culture that emphasizes initiative, integrity, and shared success.
- Set and manage team OKRs (Objectives & Key Results) and KPIs to ensure alignment and accountability.

Operational Excellence & Cross-Functional Collaboration

- Oversee the use of CRM systems and data tools (e.g., Salesforce) to track performance and inform strategic decisions.
- Work closely with program, finance, and global colleagues to ensure alignment between funding needs, donor opportunities, and impact reporting.
- Contribute thought leadership and cross-functional insight as a member of the senior management team.

CANDIDATE PROFILE

The ideal candidate is a strategic, hands-on leader with a strong track record in fundraising, communications, and team management, ideally within international development or mission-driven organizations. This person will approach the position with a data driven lens in addition to the softer skills required. They are deeply aligned with AKF's values and



motivated by its mission to improve quality of life in some of the world's most vulnerable communities. Comfortable working in a diverse, multicultural environment, they bring cultural sensitivity, humility, and strong interpersonal awareness to their leadership. They thrive in collaborative settings, build meaningful relationships with a wide range of stakeholders, and inspire teams to achieve ambitious goals with integrity and purpose.

Required Qualifications

- Bachelor's degree in marketing, communications, public relations, or a related field.
- 10+ years of progressively senior experience in fundraising, donor relations, and communications, ideally in nonprofit or philanthropic organizations.
- Demonstrated success in cultivating and securing gifts from individuals, foundations, or corporations.
- Strong command of fundraising fundamentals including campaign development, donor stewardship, and community engagement.
- Experience designing and implementing communications strategies, both digital and traditional.
- Excellent written, verbal, and interpersonal communication skills with attention to nuance and cross-cultural sensitivity.
- Experience managing and mentoring multidisciplinary teams with empathy and accountability.
- Fluency with CRM platforms (e.g., Salesforce, Bloomerang), donor analytics, and digital marketing tools.

Preferred Qualifications

- Familiarity with the global development and diaspora donor landscape.
- Established network among high-net-worth individuals or foundation leaders is a plus.
- Design fluency or experience with platforms like Canva, Adobe Suite, or WordPress is a plus.

COMPENSATION PACKAGE

- Starting at \$180,000, commensurate with experience and qualifications.
- Medical, dental and vision plans with 100% of the cost of the premiums for



employees covered by AKF.

- Life, AD&D, STD, LTD, and LTC insurance for the employee sponsored 100% by AKF.
- Section 125 Plans / FSA.
- 401(k) with generous 8% employer contribution (no employee match required) after one year of service.
- 15 paid vacation days plus 12 paid sick days per year.
- Paid parental leave.

How to Apply

Aga Khan Foundation USA has retained **Susan Brown Search Consultants** to lead the recruitment for this position. **To apply, please submit your resume and a tailored cover letter outlining your interest and qualifications to: susan.vh.brown@gmail.com.** Subject line: Application – Director, Resource Development and Communications

Applications will be reviewed on a rolling basis, and early submissions are strongly encouraged. All inquiries and applications will be held in strict confidence.

Equal Opportunity & Safeguarding

Aga Khan Foundation USA is an equal opportunity employer and is committed to building a diverse and inclusive workforce. We welcome applications from all qualified individuals regardless of race, ethnicity, religion, gender identity, sexual orientation, disability, or veteran status.

AKF USA is also committed to advancing gender equality and inclusion through our programming and operations in the U.S. and overseas. All employees are expected to review and uphold AKF's **Gender Equality Policy** and **Safeguarding Policy** to help ensure a safe and respectful environment for all staff, partners, and the communities we serve.

***Susan Brown Search Consultants**, a retained firm specializing in executive searches for nonprofits and mission-driven organizations, is leading this search. For inquiries, please contact susan.vh.brown@gmail.com.*