



The Funders' Collaborative on Youth Organizing

Senior Development Manager

National - Remote (in the 50 U.S. states and the District of Columbia only)
Full Time, Exempt

ABOUT FCYO

Since 2000, the Funders' Collaborative on Youth Organizing (FCYO) has worked to advance a strong, interconnected, and well-resourced youth-led and intergenerational organizing field capable of bringing young people and their communities together to build broad-based power and achieve lasting social change. FCYO works on dual fronts - as both a philanthropic and movement intermediary. We engage in grantmaking and infrastructure building to strengthen the power and praxis of youth and intergenerational organizing groups, and we organize funders to advance resourcing strategies that align with movement priorities. In 2025, FCYO ratified a new strategic plan, and we are seeking a fund development leader who can help secure the resources to realize that vision. Our annual operating budget ranges between \$7-10 million. You can learn more about our strategic framework [here](#).

POSITION SUMMARY

FCYO seeks a highly-organized, passionate, and multi-talented candidate committed to youth and intergenerational organizing and power-building strategies to join our team as Senior Development Manager.

Reporting to the Director of Learning and Development, the Senior Development Manager will support the creation and lead the implementation of FCYO's fund development strategies, including writing and submitting grant proposals and reports, cultivating and strengthening relationships with our funders, developing and implementing prospecting and funder engagement strategies to expand and diversify our base of philanthropic support; and maintaining our fundraising database. FCYO has a lean development team, so we desire a candidate who is able to hold day-to-day operations of fund development as well as have a desire to build and cultivate meaningful relationships with prospective funders.

Institutional Grants Management (50%)

This position requires an exceptional written and oral communicator who can effectively translate FCYO's strategic priorities and programmatic work into concrete and accessible proposals for a wide range of funder audiences. This staff person will hold primary organizational responsibility for writing and submitting grant proposals and reports, as well as the creation of other funder-facing collateral. In addition, this person will be responsible for working with FCYO's Finance Team on the development and monitoring of all relevant financial documents, including FCYO's budget and budgets specific to grant requirements. Finally, in coordination with the Program and Operations Manager, this staff person will strengthen and standardize the utilization of our funder database (using the Salesforce platform) to advance effective development practices, including relationship and data management of current and potential donors.

Philanthropic Engagement and Partnership Cultivation (35%)

This staff person will work closely with FCYO's Director of Learning & Development and Executive Director to support the development and implementation of funder learning and engagement opportunities. This work may include: planning and facilitating virtual and in-person funder briefings; attending philanthropic conferences and

convenings; supporting FCYO's funder advisory projects, wherein FCYO provides strategic guidance and technical assistance to funders interested in supporting youth and intergenerational organizing and power building initiatives within their foundations or regions; and deepening FCYO's relationships with other entities in the philanthropic ecosystem, including donor advisors, institutions that host donor advised funds, philanthropic affinity groups, and other funding intermediaries.

Organizational Engagement and Administration (15%)

All FCYO staff members are expected to participate in organizational strengthening activities, including: attending internal meetings, staff retreats and training; contributing to strategy and workplan development; completing ongoing administrative tasks, such as credit card reports, file and data management, etc. In addition, since FCYO has a small staff team supporting a wide community of youth organizing groups and philanthropic institutions, team members are often required to support organizational programming, including grantee convenings, board meetings, and funder briefings as needed.

SKILLS AND QUALIFICATIONS

The ideal candidate will bring a sophisticated analysis of social justice issues, exceptional writing skills, experience navigating philanthropic partnerships, an appetite for learning, reflection, and assessment, and the ability to thrive in a dynamic, fluid, and fast-paced workplace environment. You may be the right person for this position if you:

- Have been overheard saying something to the effect of "grantwriting is an artform."
- Love some well structured prose and have strong thoughts on the differences between goals, objectives, outputs, outcomes, and indicators.
- You embrace details and databases in your workflow, and can balance clarity and nuance in your thinking and writing.
- Have sent an email introducing people that includes a long paragraph describing each person and why they'll connect (and/or have a note in your phone with details you don't want to forget about people you meet).
- Can hold the contradiction of leveraging philanthropic capital to advance changes in social, racial and economic conditions.
- Want to be surrounded by a purpose-driven team that values study, experimentation, and learning.

The ideal candidate will also possess the following skills and qualifications:

- Excellent written and verbal communicator with proven ability to clearly communicate complex ideas to diverse audiences across multiple writing styles and forms.
- Minimum of 4 years of fund development experience related to social justice work with a deep commitment to racial, economic, and gender justice.
- Demonstrated knowledge of the national youth and/or intergenerational organizing landscape
- Strong interpersonal skills with the ability to build relationships and communicate effectively and professionally with a diverse range of people in a fully remote work environment.
- A proactive approach to project management and problem-solving alongside a demonstrated ability to develop and implement work plans, manage multiple projects, and deliver quality work on time.
- Knowledge and experience in managing and using Salesforce
- Strong skills with MS Office and Google, including Excel and Google Sheets

At FCYO, we understand relevant qualifications are born from a wide range of professional experiences, volunteer work, coursework, and other transferable skills.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

The person in this position frequently interacts and communicates with staff and stakeholders, both remotely and in person. This role routinely uses standard office equipment such as computers, video conferencing tools, and phones. Staff members must be able to be on camera and exchange accurate information in these situations.

All staff members support organizational activities that involve national travel by airplane, supporting on-the-ground logistics for convenings, traveling and meeting with multiple vendors, and transporting meeting materials. They must be able to remain in a stationary position for 2-3 hours at a time, move documents and supplies weighing up to 25 lbs, and position themselves to file and retrieve documents.

TRAVEL REQUIREMENTS:

2-4 days of national travel per month.

COMPENSATION:

In order to advance pay equity and transparency, FCYO maintains a tiered salary structure across the organization. The salary range for this position is \$90,000 - \$100,000 with new hires rarely starting at the top of that range. In addition, FCYO offers a full benefits package, including medical, dental, vision, and long and short-term disability coverage; a 401(k) plan; paid vacation up to 20 vacation days per year in addition to one summer and one winter office closure week; a remote work allowance for phone, internet, and home office setup; as well as other types of paid leave.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT:

FCYO is a project of and fiscally sponsored by Bend the Arc: A Jewish Partnership for Justice. FCYO and Bend the Arc value a diverse workforce and an inclusive culture and provide equal employment opportunities to all applicants and employees without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other legally protected status. Women, people of color, people with disabilities, and lesbian, gay, bisexual, transgender, and gender non-conforming individuals are strongly encouraged to apply.

This job description is intended to convey information essential to understanding the scope of the position. It is not intended to be an exhaustive list of skills, efforts, duties, or responsibilities associated with the position.

HOW TO APPLY

Priority deadline is January 30, 2026. Applications will be accepted on a rolling basis until the position is filled.

Interested applicants should submit a resume and cover letter (in Word or PDF file) through the SM Apply portal that describes why you are pursuing this position at this time and contextualizes your relevant experience and qualifications: https://fcyo.smapply.io/prog/senior_development_manager. Please also upload two writing samples, at least one of which is a grant proposal or funder-facing collateral.

We are committed to the full inclusion of candidates with disabilities and will work to provide reasonable accommodations in the application and interview process. Please advise in writing of any needs at the time of application. Accommodation requests and/or questions should also be directed to Helena Wong, Deputy Director of Organizational Development at helena@fcyo.org with "Senior Development Manager" in the subject line of your message. No phone calls.