

Converge: Partners in Access

Director of Development

Remote position; Southern US home base is preferred.



ABOUT CONVERGE

Founded in 2018, Converge: Partners in Access is dedicated to ensuring all people can access high-quality reproductive and sexual health care services when they need it, how they need it, and where they live. As the Mississippi and Tennessee grantee of Title X, the only federal Family Planning Program, we collaborate with each state's public health agency, healthcare providers, insurance companies, and community partners to build a healthcare system that places people at the center of reproductive and sexual health care. Through our Get Personal program, we operate the state's only family planning telehealth service and a brick-and-mortar clinic in the Jackson Medical Mall, which opened in November 2025. We also deliver training and technical assistance to providers and conduct policy, advocacy, and research activities that promote increased access to quality care. While our work is in the deep South, the principles, vision, and work of Converge are universal and transferable well beyond our region.

Converge is built on a foundation of steady government and foundation support. We are a Title X grantee, and we hold multi-year commitments from major funders including the Packard Foundation and the Charles and Lynn Schusterman Family Philanthropies, alongside a landmark \$5M gift from Pivotal Ventures. Our funding is strong, which gives us the time and space to build a development program thoughtfully in order to diversify our revenue and meaningfully engage new donors in our continued success and growth.

WHAT YOU'LL DO

As Converge's inaugural Director of Development, you will:

- Establish and oversee the evolution of development infrastructure and activities, inclusive of setting standard operating procedures and building a team over time.
- Design and launch Converge's first individual giving program, from prospect identification through cultivation, solicitation, and stewardship.
- Leverage stories, video content, and relationships Converge's communications team has already developed but not yet activated for fundraising.
- Get to know Converge's programs, people, and culture, including time embedded with the clinical team, so that fundraising priorities and messaging are grounded in an understanding of the organization's work.
- Own Converge's CRM (Bloomerang), ensuring donor data, gift records, and engagement history are accurate, current, and useful.
- Establish clear processes for gift acceptance and processing policies, acknowledgment and stewardship protocols, and data quality standards.
- Establish a grants calendar and reporting cadence for the organization's foundation relationships, working closely with Co-Executive Directors who will continue to lead foundation cultivation.
- Build, supervise, and support a growing development team based on what the work requires.
- Work with external consultants as needed for campaign development, event planning, prospect research, etc.

WHO YOU ARE

- **A public healthcare champion who is motivated by Converge's mission and values.** You are inspired to work towards a healthcare system where everyone has access to high-quality family planning care. You thrive in a growing organization that values humility, collaboration, high-performance, and above all, putting people first.
- **A skilled fundraiser with individual giving experience.** You bring at least 5 years of experience in development, fundraising, or donor engagement work at a nonprofit, healthcare, or mission-driven organization, with demonstrated success cultivating and soliciting individual donors.
- **A builder who thrives without a playbook.** You are energized to build out a development function from the ground up. You enjoy creating new systems and processes and bring experience with donor CRM and communications tools. Experience with Bloomerang and MailerLite are a plus.
- **An excellent communicator and relationship builder.** You write and speak clearly, build trust easily with donors and colleagues, and bring emotional intelligence to every relationship you manage. You know how to leverage stories and data into compelling narratives for donors.
- **A team player who leads without ego.** You care about the mission and the team's success and bring a get-it-done attitude. You are collaborative, low-drama, and willing to roll up your sleeves for whatever the work requires.
- **Knowledgeable about, or genuinely curious about, sexual and reproductive health in the South.** You don't need to be a subject matter expert, but you care about the mission and want to understand the context in which Converge works.

LOCATION, SALARY, AND BENEFITS

This is a full-time, fully remote position. Some travel is expected for donor visits, board meetings, and Converge events, including an annual convening that brings together partners from across Mississippi and Tennessee. The starting salary for this position is \$100,000. Benefits include:

- Health insurance coverage through Blue Cross Blue Shield of Mississippi (premiums covered 100% by Converge for employees and dependents), dental insurance through Delta Dental, vision insurance through Eye Med, and life insurance
- Vanguard SIMPLE IRA plan with a 3% match from Converge
- Paid vacation (19 days) and sick (10 days) leave per Employee Manual, with additional days based on length of time at Converge
- Paid Parental Leave
- Office closure for full week for Thanksgiving, two weeks in December/January, plus a week each in summer and fall, in addition to standard PTO and holidays
- Flexible, fully remote work environment

TO APPLY

Please [apply here](#) with 1) your resume and 2) a thoughtful cover letter that explains your interest in Converge and this position. Please address your cover letter to Jamie Bardwell and Danielle Lampton, Co-Executive Directors. We review applications on a rolling basis and strive to get back to applicants within two weeks.

Converge is an equal opportunity employer. Converge prohibits discrimination against employees, applicants, and other covered individuals with regard to hiring, assignment, training, promotion, discipline, compensation, and other terms and conditions of employment because of race, color, creed, ethnicity, religion, national origin or ancestry, political affiliation, age, sexual orientation, marital status, sex (including pregnancy), gender (including gender identity), disability, genetic information, veteran

status or service in the uniformed forces, or any other characteristic protected under applicable federal, state, or local law.

Converge has retained DH Search to lead the recruitment for a Director of Development. DH Search partners with mission-driven organizations to hire the people they need to create a more just and equitable world. Learn more at www.dhsearch.net.