Open Position Announcement: Chief Advancement Officer

Location: Remote | Travel Required

About BWJP

Founded in 1993, the Battered Women's Justice Project (BWJP) is the national leader at the intersection of intimate partner violence and legal systems. BWJP is recognized for advancing bold solutions that center domestic violence survivors, strengthening justice responses, and creating lasting change in communities.

Position Overview

The Chief Advancement Officer (CAO) is a key executive leadership team member responsible for leading and integrating BWJP's external-facing work in communications and fund development. This position is ideal for a visionary, strategic, and values-driven leader with demonstrated success in organizational growth, fundraising, public positioning, innovation, and shared leadership.

Reporting to the CEO, the CAO will lead a dynamic, high-performing team and collaborate extensively with national partners, funders, and internal staff to elevate BWJP's profile, grow and diversify revenue streams, and ensure strong alignment between external engagement strategies and internal goals.

Key Responsibilities

Organizational Leadership and Strategy

- Serve as a strategic advisor to the CEO and Executive Team on external engagement, brand positioning, and revenue growth matters.
- Represent BWJP externally with funders, other organizations, media outlets, coalitions, and national partners.
- Co-develop and execute long-term strategies to sustain and scale BWJP's mission impact.
- Support the organization's national thought leadership, especially around emerging and urgent policy and practice issues.

- Identify mission-aligned partnerships to broaden BWJP's national influence and visibility.
- Collaborate with organizational leadership to identify cross-cutting initiatives that drive growth and build external engagement around BWJP's work.

Management and Supervision

- Ensure the integration of communications, development, marketing, and product dissemination into cohesive external strategies aligned with BWJP's strategic plan.
- Recruit, lead, supervise, and support a growing External Relations team, including staff and contractors, ensuring they have clear roles, professional development opportunities, and the tools to succeed.
- Collaborate with the Director of Operations and the finance team to align financial planning with external revenue goals, including budgets, audits, and timely funder reports.

Fund Development and Revenue Growth

- Design and implement a comprehensive and successful fund development plan, including annual, major gifts, events, and institutional giving strategies.
- Cultivate and steward relationships with individual donors, foundations, and corporate partners to secure and grow six—and seven—figure gifts.
- Identify and pursue new and non-traditional funding opportunities aligned with BWJP's mission.
- Strengthen donor retention through segmentation, data-driven engagement, and relationship-building.
- Partner with the CEO and Board of Directors to expand networks of philanthropic support.
- Develop a Fund Development Advisory Board to amplify fundraising reach and strategy.
- Oversee grant proposal development, tracking, reporting, and compliance processes in collaboration with development and program staff.

Marketing, Communications, and Brand Strategy

- Lead the organization's communications strategy to increase international visibility, strengthen public perception, and grow engagement across digital and traditional platforms.
- Supervise the Senior Communications Manager and provide leadership and oversight to initiatives, including social media, newsletters, publications, reports, and the BWJP website.
- Ensure brand integrity and fidelity to BWJP's values across all public-facing materials and campaigns.
- Hire external professional communication services to strengthen and expand BWJP's outreach and donations.
- Oversee BWJP's podcast, Taking Back Control, and other storytelling efforts to highlight survivor voices and program impact.
- Serve as a spokesperson and provide staff and partners with media training and messaging support.
- Oversee rapid response and crisis communications protocols.
- Utilize audience data and analytics to drive performance and improve reach and engagement.

Strategic Partnerships and Engagement

- Cultivate and manage relationships with key partners, including advocacy coalitions, legal institutions, media contacts, and thought leaders.
- Lead the planning of national campaigns, public education efforts, and co-branded events that reflect BWJP's values and strategic priorities.
- Foster cross-sector partnerships that extend BWJP's impact into new arenas, including public health, youth justice, education, and technology.
- Ensure community engagement strategies are culturally responsive and grounded in equity.

Qualifications

- At least 10 years of progressively responsible experience in external relations, nonprofit leadership, or a related field, including 5 years in senior leadership roles.
- Demonstrated experience leading, managing, and mentoring high-performing teams.

- Proven success in securing corporate, foundation, and individual gifts including six- and seven-figure gifts from private sources.
- Exceptional writing, public speaking, and storytelling skills.
- Strong background in brand strategy, media relations, and digital communications.
- Results-oriented and data-informed, with a commitment to continuous improvement.
- High emotional intelligence, cultural humility, and commitment to gender and racial equity and justice.
- Ability to travel and participate in evening and weekend events as needed.

What BWJP offers:

We offer a **competitive salary** of **$145,000- $160,000 (DOE)** for this **full-time, exempt** position.

Remote Opportunity: As this is a remote position, we welcome applicants **nationwide—**we are especially seeking a professional from our home state of Minnesota, New York, San Francisco, or Washington DC areas**.**

Retirement Benefits: BWJP contributes 5% to your 401(k) - no match required!

Outstanding Benefits Package:

- 100% Employer-Paid Individual Health Plan (BCBS HSA $3750) with other options
- 100% Employer-Paid Dental, Vision, and $50K in Group Life Insurance
- 100% Employer-Paid Short-Term/Long-Term Disability, and Accident Insurance
- Spouse/Dependent Coverage benefit coverage at 75%
- Voluntary benefits include Critical illness, hospital, life/AD&D, identity theft, and pet insurance

Generous Paid Time Off:

- 3 weeks of vacation
- 12 sick days
- 10 paid holidays plus 2 floating holidays

Ready to Make an Impact?

This is your chance to be part of a mission-driven organization dedicated to justice and equity. If you're a detail-oriented, strategic thinker with a passion for social justice and

executive leadership, we'd love to hear from you! Apply today at hr@bwjp.org with your resume and cover letter and help drive meaningful change with BWJP.

BWJP is an equal opportunity employer and is committed to developing inclusive, barrier free, selection processes and work environments. Please advise our HR department at hr@bwjp.org of any accommodation(s) measures required, which would enable you to be interviewed in a fair and equitable manner. Information received in relation to accommodation requests will be addressed confidentially.