



Director of Development
Hybrid – Washington, D.C. Metro Area, preferred

DR*i* Waterstone
HUMAN CAPITAL

DRiWaterstone Human Capital
1550 Wilson Blvd., Suite 700 PMB 370
Arlington, VA 22209
703-294-6684
<http://www.driwaterstonehc.com>

Overview



The **Hearing Loss Association of America (HLAA)** is the nation's leading nonprofit organization representing people with hearing loss. HLAA opens the world of communication to people with hearing loss through information, education, support, and advocacy. With more than 50 million Americans living with hearing loss, they work nationally and in local communities to provide vital assistance and resources to help people with hearing loss and their families live better lives.

- ❖ HLAA offers programs, events, and a nationwide community of support that give people the tools to thrive with hearing loss.
- ❖ We fight for greater access to communication and health care treatment at the national and local levels.
- ❖ We meet people with hearing loss in their communities through more than 120 chapters and Walk4Hearing events in 20 cities.
- ❖ HLAA connects all sides of the complex issue of hearing loss, including industry, research, consumers, and regulators.

Some HLAA's Wins:

- ❖ Ushered in new universal hearing aid compatibility (HAC) requirements for all cellphones after a decades-long push.
- ❖ Strengthened our HLAA Chapter network of community-based peer support with increased training and updated resources.
- ❖ Brought hope and support to people with hearing loss in 21 cities across the U.S. with our Walk4Hearing events.
- ❖ Served as a go-to source for dozens of major media stories on hearing health and wellness.
- ❖ Launched a newly-designed website to reach more people turning to us for help.
- ❖ Reached and engaged over 50,000 people regularly through our social media networks.
- ❖ Educated and empowered tens of thousands through webinars, e-news and other regular, trusted HLAA content channels.
- ❖ Helped improve the accessibility of air travel for people with hearing loss through the FAA Reauthorization Act.
- ❖ Reactivated the Friends of the Congressional Hearing Health Caucus.

The Impact



Financial Performance

Statement of Activities as audited for Fiscal Year 2024 (September 1, 2023 - August 31, 2024)

Support and Revenue

Contributions	\$1,780,364
Walk4Hearing (net)*	\$ 454,139
Investment Income (loss)	\$ 540,906
Conferences, Meetings and Seminars	\$ 236,912
Grants and Contracts	\$ 187,663
Advertising	\$ 58,430
Membership Dues	\$ 77,517
Miscellaneous	\$ 60,457

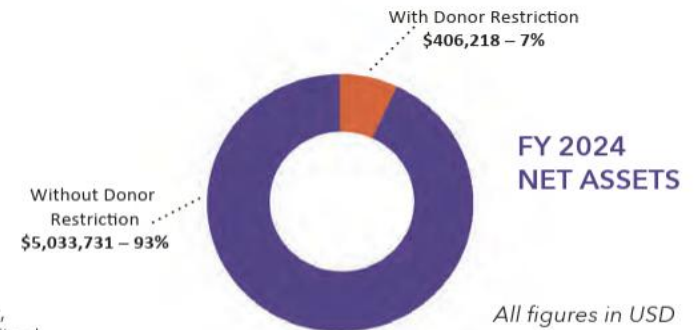
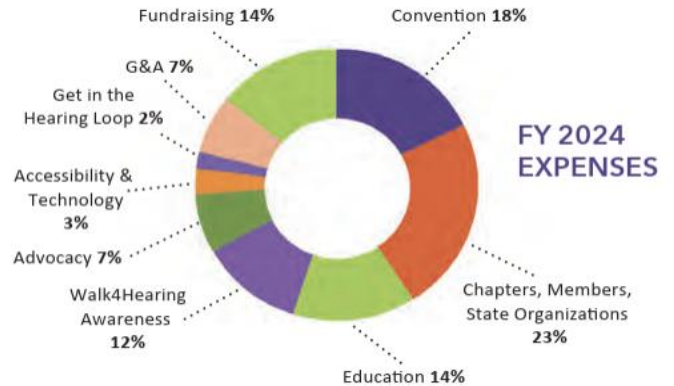
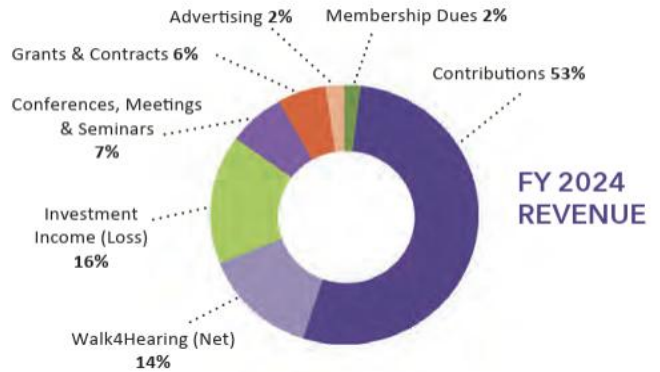
Total Support and Revenue \$ 3,396,388

Expenses

Programs	\$ 2,067,954
Fundraising	\$ 365,589
Management and General	\$ 182,953

Total Expenses \$ 2,616,496

Change in Net Assets	\$ 779,982
Net Assets, Aug 31, 2023	\$ 4,660,057
Net Assets, Aug 31, 2024	\$ 5,439,949



*Net total represents **50%** of total Walk4Hearing funds. The remaining **40%** goes to fund HLAA Chapters and local alliance programs, and **10%** to cover the event costs.

For Every \$ Spent
79 cents to Programs
7 cents to Operations
14 cents to Fundraising



The Hearing Loss Association of America (HLAA) is a tax-exempt, charitable organization under IRS Code 501(c)(3). Complete audited financial statements, Board of Directors, staff and resources are available at hearingloss.org.

All figures in USD

The Opportunity



The **Director of Development** is an experienced, energetic, and results-oriented fundraising professional, responsible for leading and overseeing the fundraising and development activities of the organization. Reporting to the Executive Director, this position leads all aspects of fundraising and donor engagement in support of HLAA's mission and goals.

The Director of Development is responsible for planning, directing, and implementing a comprehensive fundraising program aimed at increasing revenues through individual, corporate, foundation, and government support. The successful candidate will identify, cultivate, solicit, and steward donors in alignment with HLAA priorities, while advancing a culture of philanthropy. The Director of Development will:

Strategic Fundraising Leadership

- ❖ Develop and execute a strategic, data-informed fundraising plan to drive revenue growth and advance HLAA's mission impact
- ❖ Serve as a front-line fundraiser, cultivating, soliciting, and securing major donor relationships
- ❖ Lead and expand a comprehensive development program, including annual fund, major gifts, planned giving (build and grow program), grassroots appeals, peer-to-peer fundraising (including Walk4Hearing nationwide program), and corporate, foundation, and government support
- ❖ Supervise 4 staff and provide leadership, accountability, and performance management
- ❖ Utilize systems and tools (e.g., Persona) to build streamlined processes, measure success, and track performance

Board & Organizational Partnership

- ❖ Partner with the Board of Directors, Executive Director, and staff to expand partnerships, sponsorships, and funding opportunities
- ❖ Guide and activate the Development Committee to more effectively support fundraising strategy and execution
- ❖ Align fundraising messaging with Strategic Communications across all media channels

Donor Growth & Stewardship

- ❖ Strengthen donor cultivation efforts and position HLAA as a compelling philanthropic cause
- ❖ Prioritize new donor acquisition while sustaining and growing relationships with existing supporters
- ❖ Identify and pursue mission-aligned funders and emerging philanthropic opportunities across public and private sectors

Coalition & Market Development

- ❖ Develop coalition-building and partnership strategies in targeted markets
- ❖ Cultivate strategic partners aligned with advocacy, health outcomes, education, and innovation in hearing health

Budget & Financial Oversight

- ❖ Prepare and manage the department budget in partnership with Finance
- ❖ Build systems to track revenue performance, monitor financial progress, and report fundraising outcomes regularly
- ❖ Play a key leadership role in budgeting, forecasting, and financial oversight

The Candidate



Education and Experience

- ❖ Bachelor's degree preferred.
- ❖ Minimum of 8 years of progressive, non-profit fundraising experience, preferably with management and major donor experience.
- ❖ Minimum of 5 years of supervisory experience.

Required Knowledge, Skills & Abilities

- ❖ Proven track record of fundraising success, including campaign planning, execution, and building fundraising programs.
- ❖ Experience with the identification, cultivation, and solicitation of prospects and securing major gifts.
- ❖ Experience organizing high-profile fundraising events.
- ❖ Ability to effectively communicate HLAA's mission and impact.
- ❖ Proficient in MS Office, Raiser's Edge (or other fundraising databases), or similar CRM packages, and other computer applications, including presentation and spreadsheet software.
- ❖ Excellent communication skills, including articulate presentations to individuals and groups, and persuasive writing.
- ❖ Strong judgment, initiative, creativity, and enthusiasm.
- ❖ Ability to manage multiple responsibilities in a fast-paced, results-oriented environment.
- ❖ Integrity, compassion, and the ability to earn the confidence of a wide range of constituents.
- ❖ Successful experience working with staff, board members, and volunteers.
- ❖ Team mentality and interest in the success of colleagues.
- ❖ Willingness to travel as needed.



To learn more and to submit an application, please visit:
<https://driwaterstonehc.com/position/director-of-development-hlaa/>

Compensation: \$110K - \$130K

Location: Hybrid (2 days a week in the office), Tysons, VA

Equal-opportunity Employer:

HLAA values diversity of background and opinion and promotes a professional environment that is accessible and inclusive. HLAA is an Equal Opportunity Employer and does not discriminate based on race, color, ethnicity, religion, gender, sexual orientation, national origin, disability, age, marital status, veteran status, pregnancy, parenthood, or any other category protected by law.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

DRi Waterstone
HUMAN CAPITAL

DRiWaterstone Human Capital
1550 Wilson Blvd., Suite 700 PMB370
Arlington, VA 22209
703-294-6684 / www.driwaterstonehc.com