

**Location**

Based in Seattle

**Posting Date**

January 21, 2026

Applications submitted by February 20 will be given full consideration

Interviewing is anticipated in late February and early March; early applications are strongly encouraged.

**Salary Range**

\$100,000-\$125,000



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**Open Arms Perinatal Services is seeking a dynamic and strategic Development Director to lead our fundraising efforts during an exciting moment of growth and opportunity. As a trusted leader in birth justice for nearly three decades, we're building on strong momentum, ready to diversify our funding, deepen donor relationships, and expand our reach to serve more families across Washington State and beyond.**

This role offers a significant opportunity to shape fundraising strategy at an organization that has earned national recognition and major philanthropic investment. As Development Director, you'll lead the growth and evolution of our fundraising program, building a comprehensive individual and major giving program while stewarding our strong foundation of institutional support. You'll be working closely with our Executive Director to lead and support the development team, and collaborating regularly with program staff on future opportunities for Open Arms. You'll also deepen relationships with donors, engage and mobilize our board, and tell the powerful story of Open Arms' transformative work.

We're looking for a relationship-builder and strategic partner who brings a minimum of 5-7 years of fundraising experience, a track record of securing major gifts, and the ability to establish new systems and programs. You should be comfortable making asks yourself and coaching others, energized by donor engagement, and deeply committed to equity in how we raise money and build relationships. Open Arms is a deeply relational, diverse, collaborative, family-friendly team, and this role offers the opportunity to grow professionally alongside a nationally respected organization that's influencing the landscape of birth justice work.

# ABOUT OPEN ARMS

Open Arms was founded in 1997 by a small group of community members who envisioned a future where no one would have to give birth without support. They imagined a world that cherishes birthing people, their babies, families, and communities. Today, that vision has grown into a powerful movement for birth justice. Open Arms was the first organization of its kind in Washington State and has become a national model for community-centered perinatal care.

Today, we are a growing **team of 90**, including **23 birth doulas**, who provide services in more than 9 languages serving families across South King County and beyond. With **an annual operating budget of almost \$6M** and the support of a committed Board of Directors, we're well-positioned to deepen our impact and continue leading the way in culturally responsive perinatal care and birth justice.



## Our Mission

Providing community-based support during pregnancy, birth, and early parenting to nurture strong foundations that last a lifetime.



## Our Vision

Thriving children. Healthy families. Powerful communities.

## OUR PROGRAMS

Open Arms provides wraparound perinatal support through **interconnected programs** that serve over 600 families each year. Our programs are rooted in the belief that quality care should be accessible to everyone, not just those who can afford it. We match every family with culturally and linguistically appropriate support that honors their unique needs, values, and experiences. We offer our services completely free of charge.

- Doula support offered in 9 different languages
- Prenatal support and home visits
- Continuous emotional and physical support throughout labor and delivery
- Postpartum support and home visits
- Lactation support
- Childbirth and parenting education
- Baby supplies and other essentials

We are proud of our results, which show that our families have some of the best maternal and infant health outcomes in the country! You can learn more about our impact at <https://openarmsps.org/about-us/impact/>.

# OUR TEAM AND CULTURE

Open Arms has a unique culture that is highly collaborative, relational and rooted in our core values. We invest time in building authentic relationships, and the people who work here share a fierce commitment to addressing health disparities.

## OUR VALUES GUIDE EVERYTHING WE DO:



**Respect**  
Holding complexity for people and cultures



**Family**  
Relationships are at the heart of what we do



**Justice**  
Boldly disrupting oppression

Our growing team of 90 reflects the rich diversity of the families we support, creating a multicultural environment where different lived experiences and perspectives make our work stronger and more authentic.

We're an organization that embraces innovation and stays nimble. We learn, adapt, and pivot as needed, always with our values as our guide and families' wellbeing at the center.

## COMMITMENT TO EQUITY

Centering equity isn't just part of our mission, it's the foundation of everything we do. At Open Arms, we believe equity is a birthright. From how we design our programs, to how we partner with communities, to how we raise funds, equity shapes every decision. We work in partnership with the people we serve, trusting that those closest to the challenges are also closest to the solutions. We have intentionally built a team that mirrors the communities we support, and we seek leaders who bring both lived experience and professional expertise to the work of dismantling the systems that create health inequities in the first place.



# OPPORTUNITIES OF THE DEVELOPMENT DIRECTOR ROLE

This is an exceptional moment to join Open Arms and shape the future of our fundraising program. Recent major philanthropic investments have strengthened our financial foundation and elevated our national profile. Open Arms is recognized as a leader in community-based perinatal care, and we're ready to leverage that position to expand our reach, deepen our programs, and amplify our voice and influence in the birth justice movement. **The Development Director will be instrumental in seizing this momentum, building donor relationships, diversifying our funding, and telling our story in ways that propel Open Arms to even greater impact.**

The Development Director will be part of a 3-person development team, including the Donor Relations Associate, a contracted grant writer, and contracted event planner, and will work closely with the Executive Director, Staff, and Board of Directors. Together, the team collaborates to build authentic, equity-centered relationships between donors and the communities we serve.

## AS OPEN ARMS' DEVELOPMENT DIRECTOR, YOU WILL HAVE THE OPPORTUNITY TO:

### LEAD FUNDRAISING

Lead Open Arms' fundraising efforts and ensure development is woven throughout the fabric of the organization. Directly supervise and support the growth of the Donor Relations Associate through coaching and collaborative leadership, and partner with a contracted grant writer and events team. Manage development operations and establish systems that diversify revenue and grow our donor base.



### BE A STRATEGIC LEADER

Work closely with the Executive Director to set fundraising vision and priorities, shape organizational strategy, and determine where to focus development efforts. You'll think critically about opportunities, map out strategic approaches, and communicate your plans. This is not a role where you'll simply execute someone else's plan, you'll be helping to create it.



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## STRENGTHEN AND EXPAND THE INDIVIDUAL GIVING PROGRAM

Further build out and formalize Open Arms' individual and major giving program that diversifies our revenue and creates sustainable, unrestricted support for our mission. You'll have the freedom to innovate, test new approaches, and build systems that will serve Open Arms for years to come.

## BUILD AUTHENTIC RELATIONSHIPS

Spend meaningful time with donors to understand their motivations and connect them deeply with our mission. You'll personally cultivate and solicit major donors while also supporting the Executive Director in her donor engagement. You'll need to be comfortable being the face of the organization with donors and equally comfortable stepping back to let the Executive Director take the lead.

## ENGAGE AND MOBILIZE OUR BOARD

Work with our Board of Directors to build their capacity as fundraisers and ambassadors for Open Arms. You'll create the systems, training, and support that help board members leverage their networks and passion for birth justice.

## TELL A POWERFUL STORY

Connect donors with the transformative work happening every day at Open Arms, from the doula supporting a mother through labor, to the lactation counselor making late-night home visits, to the community educator training the next generation of BIPOC perinatal professionals. You'll share compelling stories that honor the inherent strength of our communities. A strong communications background will support meaningful donor engagement and broader community storytelling.

## GROW WITH A COMMITTED AND IMPACTFUL ORGANIZATION

Open Arms has earned local and national recognition as a model for community-based perinatal care, and we're embracing our role as leaders in the field. You'll have the chance to grow your experience as a senior leader and fundraiser, become an integral part of our supportive staff community, and represent Open Arms in regional and national philanthropic circles while helping to shape the future of birth justice work.





## WHAT YOU BRING TO THE ROLE

As our next Development Director you will be excited to use your fundraising expertise to advance equity in perinatal care. You'll bring both strategic vision and hands-on skills, thriving in an environment where they can shape fundraising strategy, build new programs, and work collaboratively with leadership and the development team.

### SPECIFICALLY, WE WOULD LIKE TO SEE:

- **Minimum of 5-7 years of fundraising experience**, with demonstrated success in major gifts, individual giving, and donor relationship management, including making asks and securing gifts of \$5000+. Experience as a Development Director is strongly preferred but not required
- **Experience building fundraising programs**, including establishing individual giving systems, donor pipelines, and stewardship processes. Planned giving or capital campaign experience is a plus
- **Strong strategic thinking and planning skills**, with ability to develop fundraising plans, set goals, and partner with leadership to shape organizational strategy
- **Demonstrated experience working with diverse, multicultural communities** is required; experience working with community based organizations is a plus
- **Cross-functional collaboration experience**, with demonstrated ability to work effectively with communications, programs, and finance teams
- **Board engagement and coaching experience**, including training board members in fundraising, facilitating donor introductions, and leveraging board networks
- **Excellent writing and communication abilities**, with skill to craft compelling donor narratives, appeals, impact reports, and proposals that inspire giving
- **Strong project management capabilities**, including experience providing strategic oversight of grants management, the execution of fundraising events and managing multiple priorities
- **Experience using financial data, budgets**, and donor databases to analyze relationships, measure impact, and inform strategy. (Little Green Light experience is a plus)
- **Familiarity with maternal and child health**, early relational health, public health, or reproductive justice is a plus

# COMPENSATION AND BENEFITS

This is a full-time salaried position requiring a willingness to work some evenings and weekends. The expected salary range is between **\$100,000-\$125,000**, depending on qualifications and experience.

Open Arms offers generous benefits including **25 days of PTO and sick leave** in the first year, and **an additional 29 days of PTO for holidays and closures**. Medical and dental insurance are 100% covered for employees. We offer an Employee Assistance Program, and WA Paid Family and Medical Leave premium coverage. Other benefits include a parking pass or public transportation assistance, professional development funds, Leave Sharing Bank to support leave needs, and a sabbatical for milestone years.

Open Arms is located in the Beacon Hill neighborhood of Seattle. Open Arms is proud and committed to work-life balance starting with being a family-friendly workplace. We offer flexible work schedules with remote work being part of the usual weekly schedule for almost all staff as it fits with their job duties. Children of any age are welcome in our office, and many staff bring their children to work on a regular or as-needed basis, so comfort with the joyful chaos of kids in the workplace is important.

## HOW TO APPLY

**APPLY HERE:** <https://cloversearchworks.hire.trakstar.com/jobs/fk0zIgc?source=>

*Online applications only, please no email or paper submissions.*

You will be asked to upload a cover letter and resume. In your cover letter, please describe how your experience, skills, and values are a fit with Open Arms' goals, mission, and vision for the future as described in this announcement.

*Applications received by February 20 will be given full consideration; early applications are strongly encouraged!*

All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; phone and in-person interviewing is anticipated to begin in mid-February.

Questions regarding this opportunity are welcomed and can be directed to:

**Sumi Bhat-Kincaid**

[sumi@cloversearchworks.com](mailto:sumi@cloversearchworks.com)



Clover Search Works facilitates leadership searches for nonprofit organizations whose missions strengthen communities. Clover is honored to be partnering with Open Arms in this search.