



Development & Communications Director

Full-Time, 32 Hours, Exempt

About Urban Gleaners

More than one in four children in Oregon lack consistent access to healthy food. They live in a culture of abundance, yet are surrounded by signals that it's not meant for them. The stress of not knowing when or what they'll eat next affects their physical health, emotional well-being, academic performance, and ability to thrive socially. At the same time, nearly 40% of food in the U.S. is wasted. The solution is simple - rescue good food and get it to the people who need it most. That's exactly what Urban Gleaners does.

For two decades, Urban Gleaners has been feeding children and families experiencing food insecurity in Multnomah and Washington Counties. Our mission is pure and simple: collect fresh, delicious food before it goes to waste, and distribute it to families who need it. We believe that access to nutritious food is a fundamental right and a cornerstone of a just society.

Every year, we deliver the equivalent of over one million meals, completely free to those we serve. We remove barriers by bringing food directly to where people already are: schools, housing communities, partner nonprofits, and we never require paperwork or proof of need. More than half of our participants are under the age of 14, 70% identify as people of color, and all live in low-income households. Each week, we support over 8,500 individuals across 42 regular delivery sites, each built through deep partnerships in high-need neighborhoods.

Urban Gleaners is more than a hunger-relief organization. We're also a powerful force for environmental change. To date, we've rescued more than 12 million pounds of healthy food that would otherwise be sent to landfills, where it would decompose and release harmful methane gas.

We're an independent 501(c)(3) nonprofit with a small, passionate team, an incredible corps of volunteers, and an annual budget of \$1.3 million — plus robust in-kind support from local food donors. For more information, visit urbangleaners.org. You can also check out this [short video](#) to see the impact of our work in action.

Position Summary

Reports to: Executive Director

Supervises: Advancement & Administrative Associate (and additional development/communications staff as the department grows)

The Development & Communications Director leads Urban Gleaners' fundraising strategy, revenue growth, and communications. This role owns the major- and mid-level giving program, institutional and grant strategy, annual and multi-year revenue planning, and the organization's brand, messaging, and external voice. As a member of Urban Gleaners' leadership team, the Director partners closely with the Executive Director and Board of Directors and directly supervises the Advancement & Administrative Associate - assigning, directing, and overseeing their day-to-day development and communications work.



Essential Duties & Responsibilities

- Design and lead a comprehensive annual and multi-year development strategy with clear revenue goals across individual, institutional, corporate, and event-based giving.
- Build and manage the development and communications budget and revenue forecast, with authority to approve expenditures within the approved budget; report progress and results to the Executive Director and Board.
- Use CRM (Bloomerang) data and key performance indicators to guide strategy and decision-making.
- Build, cultivate, and manage a portfolio of major and mid-level donors and prospects, leading identification, cultivation, solicitation, and stewardship (moves management).
- Develop the major-gifts pipeline and a multi-year donor growth strategy.
- Lead grant strategy and prospecting and own key foundation and government funder relationships. (Grant-report production is supported by the Associate.)
- Develop strategic corporate partnerships and secure major sponsorships, including for events.
- Set strategy and goals for annual campaigns, appeals, and signature fundraising events; assign, direct, and oversee the Associate's execution of this work.
- Own Urban Gleaners' communications strategy, brand, and messaging, ensuring a consistent voice aligned with the mission, vision, and values.
- Direct the digital communications and marketing program (website, email, social media, CRM), assigning, directing, and overseeing the Associate's day-to-day execution.
- Oversee organizational communications, including the annual report, collateral, and donor-facing materials.
- Serve as a lead spokesperson and manage media relations and time-sensitive/rapid-response communications; protect and build the organization's reputation.
- Partner with the Executive Director and Board (and any development/fundraising committee) to engage members in fundraising, providing coaching, materials, and moves-management support.
- Represent Urban Gleaners to major funders and partners.

Supervision & Leadership

- Directly supervises the Advancement & Administrative Associate, with authority to hire, train, assign and direct work, evaluate performance, discipline, and effectively recommend termination — exercising independent judgment in these decisions.
- May supervise additional development and communications staff as the department grows.
- Serves as a member of Urban Gleaners' leadership team, participating in organization-wide policy and strategic decision-making.

Qualifications

- Seven or more years of progressively responsible development experience, including major gifts and donor portfolio management.
- Demonstrated success setting and meeting or growing revenue goals.
- Experience with grants and institutional or foundation funders.
- Experience leading communications, marketing, or brand/storytelling, with strong writing skills.
- CRM proficiency (Bloomerang or comparable).



- Supervisory experience.
- Strong alignment with Urban Gleaners' mission and equity commitment.

Salary & Benefits

- \$72,000 - \$85,000
- Full time, 32 hours per week, occasional weekends and evening required
- Fully paid health and dental benefits
- 80 hours of paid time off, 3 wellness days, and 2 floating holidays annually
- One week of paid closure during the Christmas – New Year Period and One week of paid closure surrounding July 4
- Monthly cell phone stipend

How to Apply

Please email your resume and cover letter to haris@urbangleaners.org with the subject line "Development & Communications Director". Professional references will be requested during the interview process. Please submit your application by July 26, 2026.

Urban Gleaners is an equal opportunity employer. We strongly encourage applications from people with lived experience of food insecurity and from communities most impacted by hunger and poverty.