



**Disability
Rights**
WISCONSIN

Position Announcement

Development Director

Position Information

Job Type: Permanent Full-Time

Full Time Equivalent: 1.0 FTE (40 Hours/week), Exempt

Reports to: Executive Director

Rate: \$90,000 - \$110,000 (annually)

Note: Compensation at Disability Rights Wisconsin is based on a tiered calculation scale that considers:

- prior relevant employment experience;
- candidate attributes applicable to social justice and disability advocacy work;
- grant coordination experience if applicable;
- supervision experience if applicable.

Location: Madison or Milwaukee hybrid option available. **Applicant must be a resident of Wisconsin.**

How to Apply

Application Instructions: Submit resume **and** cover letter, detailing your qualifications and experience.

- 1-800-928-877 Toll Free | 1-833-635-1968 Fax
- info@drwi.org
- disabilityrightswi.org

Serving the state of Wisconsin with offices in Madison and Milwaukee

For priority consideration, apply online at our Careers page:

www.disabilityrightswi.org/careers

Application Deadline: Priority consideration will be given to those who apply between November 20th and January 15th. Initial interviews will take place in the last part of January 2026.

Note: You can request alternate formats of this position announcement. You may submit your application materials in alternate formats if needed. Contact hr@drwi.org for more information.

About Disability Rights Wisconsin

Disability Rights Wisconsin is Wisconsin's Protection and Advocacy system. The agency is charged with protecting the rights of individuals with disabilities and keeping them free from abuse and neglect. Employing a variety of means, our advocates and attorneys use individual casework and systems advocacy to achieve positive changes in the lives of people with disabilities and their families. We are seeking employees who value this work. In turn we treat our employees well, offering a supportive environment, talented colleagues, excellent benefits, and generous leave.

Disability Rights Wisconsin arose out of a disability civil rights movement demanding that the abuse of people with disabilities end and that people with disabilities be included in life, school, workplaces, and communities. Our core values are Diversity, Dignity, Independence, Accessibility, Inclusion, Human Rights, and Liberation.

Our programs include:

- Protection & Advocacy for people with disabilities (addressing abuse/neglect, discrimination, and access to services)

- Disability Benefits Specialist program (helping people access Social Security, Medicaid, Medicare, and private insurance)
- Family Care & IRIS Ombudsman program (supporting people to remain in community-based settings)
- Victim Advocacy services for crime victims with disabilities
- Education rights, discrimination claims, institutional monitoring, and systemic reform

About This Position

Disability Rights Wisconsin (DRW) seeks a strategic, experienced, and mission-driven **Development Director** to lead and grow our fundraising, donor engagement, and communications efforts. This role will report to the Executive Director and partner closely with senior leadership, the Board, and program teams to build a sustainable development strategy that advances disability rights across Wisconsin.

The Development Director will play a pivotal role in enabling Disability Rights Wisconsin to defend individual rights, pursue systems change, and expand access to justice, particularly for underrepresented and marginalized communities of people with disabilities.

Key Responsibilities

1. Strategic Fundraising & Planning

- Lead the creation and implementation of a comprehensive fundraising strategy aligned with Disability Rights Wisconsin's mission and programs.
- Establish annual revenue goals across multiple funding streams (major donors, individual giving, institutional grants, corporate support, events).
- Monitor performance and report on progress toward fundraising goals.

2. Donor Cultivation and Stewardship

- Manage a portfolio of mid-to-major donors and foundations, including cultivation, solicitation, and stewardship.
- Partner with the Executive Director and Board to strengthen relationships with high-level donors and prospects.
- Create engagement opportunities and impact reports that prioritize transparency, accessibility, and inclusion.

3. Grants & Institutional Giving (Non-Governmental)

- Lead all aspects of grant-seeking: prospect research, proposal writing, budgets, reporting, and compliance.
- Collaborate with program and legal staff to ensure proposals and reports reflect Disability Rights Wisconsin's impact and priorities.
- Track deadlines and ensure timely, accurate submissions.

4. Communications & Messaging

- Develop and implement a communications plan that elevates Disability Rights Wisconsin's advocacy work and impact.
- Oversee content creation for newsletters, donor communications, annual reports, social media, and the website.
- Ensure all communications meet accessibility standards.

5. Board & Staff Engagement

- Serve as staff liaison to the Board Development Committee.
- Provide tools, reports, and training to strengthen a culture of philanthropy across Disability Rights Wisconsin.
- Collaborate across teams to integrate fundraising into programmatic and advocacy work.

6. Partnership & External Relations

- Represent Disability Rights Wisconsin with donors, funders, coalitions, and advocacy networks.
- Build strategic partnerships and explore co-funding opportunities.
- Stay informed on trends in philanthropy and disability rights.

7. Systems & Infrastructure

- Oversee donor database and gift processing systems.
- Ensure accurate reporting, donor acknowledgment, and privacy compliance.
- Maintain development policies and accessibility standards in all operations.

Qualifications

Minimum Qualifications:

- Bachelor's degree or equivalent professional experience.
- At least 5 years of nonprofit fundraising or development experience, preferably in civil rights, legal advocacy, or social justice organizations.
- Demonstrated success in securing major gifts and institutional funding.
- Strong written and verbal communication skills.
- Excellent interpersonal and cross-cultural communication skills, with sensitivity to disability and inclusion.
- Strong communications, organizational, planning, and project management skills.
- Experience with donor databases and data-driven fundraising.
- Commitment to disability justice, equity, and inclusion.

Preferred Qualifications:

- Experience in disability rights, advocacy, or legal/public policy organizations.
- Supervisory or management experience.
- Familiarity with state and federal disability-related funding.
- Public speaking or media engagement experience.

Work Environment and Physical Demands

- **Remaining in a stationary position, often standing or sitting for prolonged periods:** 27 to 40 or more hours
- **Moving about to accomplish tasks or moving from one worksite to another:** 13 hours or less
- **Repetitive motions that may include the wrists, hands, and fingers:** 27 to 40 or more hours
- **Operating motor vehicles:** 13 hours or less
- **Sedentary work that primarily involves sitting and standing:** 27 to 40 or more hours

Travel

This position requires up to 25% travel throughout the State of Wisconsin. Travel is anticipated to average 3 to 4 days per month, which may include an overnight stay. The travel schedule is expected to vary throughout the calendar year. While travel dates are typically scheduled far in advance, the position could require travel on short notice.

Benefits

Disability Rights Wisconsin places an unparalleled value on the well-being of our staff. The following benefits are offered for permanent employees who work 20 or more hours per week:

- Generous employer contribution for individual and family health insurance plus a Health Reimbursement Account for uncovered health care costs.
- Employer-provided Short-Term and Long-Term Disability Insurance

- 401(k) Retirement Plan with Employer Contribution
- Flex Spending Account
- Access to affordable, quality:
 - Dental, Vision Coverage
 - Additional Life Insurance for employee and spouse and children
 - Critical Illness Insurance
 - Identity Theft
 - Pet Insurance

- **Public Student Loan Forgiveness:**

Employment at our organization may qualify you for federal student loan forgiveness programs. We do not directly pay for – nor forgive – federal student loans. However, our status as a not-for-profit organization under Section 501 (c) (3), makes us an eligible employer. There may be other determining factors for one to qualify.

For more information, read the Federal Student Aid’s Public Service Loan Forgiveness (PSLF) page:

studentaid.gov/manage-loans/forgiveness-cancellation/public-service

Generous paid time off policies include:

- 10 Fixed and 4 Floating Holidays
- Paid leave time for:
 - Medical and Caretaking
 - Vacation
 - Personal
 - Bereavement

Additional benefits include the Employee Assistance Program (EAP), Commuter Choice, and Sabbatical Leave.

Equal Employment Opportunity Act (EEO) and Affirmative Action (AA)

We are an equal-opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status following Title VII of the Civil Rights Act of 1964 and the American with Disabilities Act (ADA) and the Uniformed Services Employment and Reemployment Rights Act (USERRA). Our organization is committed to building a culturally diverse and inclusive environment.

Date of Job Description: December 2025