



Position Title: Director of Development and Marketing

Location: Zenger Farm - Portland, OR (Hybrid, with flexible scheduling)

Position Type: Salaried, Exempt (32-hour workweek available)

Timeline: Priority application review begins March 14th; position open until filled

Zenger Farm strives towards a flexible 32-hour workweek to support a sustainable work-life balance. This position is hybrid, with flexibility to work remotely while maintaining a regular presence on-site for meetings, events, and donor engagement

Zenger Farm is a 501(c)3 nonprofit working urban farm in Portland, OR that models, promotes, and educates about sustainable food systems, environmental stewardship, community development, and access to good food for all. We are guided by a vision of a healthy, resilient community, where the wellbeing and prosperity of children and adults, regardless of race, geography or socio-economic status, is enhanced through access to affordable, plentiful and nourishing foods. As a justice centered, food access and education non-profit, we believe nourishment is a basic human right and that the root causes of inequitable food access – racism, poverty and other systems of oppression – must be addressed to create a just food system.

We encourage Black, Indigenous, and people of color, women, LGBTQ+ people, religious minorities, recent migrants/refugees, people with disabilities, and applicants from different generational and economic backgrounds to apply.

About this Position:

We are seeking a strategic and relationship-driven Director of Development and Marketing to lead our fundraising and communication efforts. This is a unique opportunity to expand Zenger Farm’s donor network and enhance community engagement, supporting programs that advance food sovereignty and equity.

The Director will supervise a full-time Development and Communications Coordinator and collaborate closely with the Executive Director, board members, and program staff. The role focuses on building long-term relationships with individual donors, corporate partners, and community supporters while developing innovative storytelling and marketing strategies to amplify Zenger Farm’s mission and programs.

Zenger Farm has relied primarily on foundation and government grants and contracts (80%) to sustain our work (\$2.24 MM budget in FY 2025). We are committed to diversifying our funding base by growing support from individual donors (4%), corporate sponsorships, and fundraising events (7%) while continuing to generate revenue from fees for services, including produce sales, program fees, and event rentals (9%). This role presents an exciting opportunity for a dynamic and strategic fundraiser to expand and strengthen these revenue streams, ensuring the long-term sustainability of our mission-driven programs.

Ideal Candidate:

The ideal candidate is a mission-driven leader with a deep understanding of fundraising, storytelling, and community engagement. They are passionate about food justice, racial equity, and building relationships that sustain and grow Zenger Farm's impact. They bring a visionary approach to development, grounded in community-centric fundraising, along with experience cultivating corporate partnerships, major donors, and monthly giving programs. Their strategic and creative mindset enables them to craft compelling narratives that engage and inspire donors. They excel in collaboration, thriving when working across teams and engaging board members, and are deeply committed to transparency and ethical fundraising practices.

Essential Duties

Fundraising Strategy & Planning

- Develops and implements a comprehensive fundraising strategy to expand individual, corporate, and foundation support.
- Leads donor engagement efforts, ensuring alignment with Zenger Farm's mission and values.
- Works with the Executive Director and board to establish short-term and long-term funding priorities.

Donor Cultivation & Stewardship

- Cultivates and stewards corporate, major, and recurring donors, fostering long-term relationships.
- Identifies and pursues new donor prospects through personalized outreach.
- Implements engagement strategies to inspire and retain supporters.

Marketing & Communications

- Leads storytelling efforts to showcase Zenger Farm's impact through web, social media, and press outreach.
- Collaborates with program staff to amplify community voices and elevate food justice conversations.
- Identifies new marketing opportunities to expand reach and brand visibility.

Event Planning & Community Engagement

- Leads fundraising events and campaigns, creating meaningful donor experiences.
- Engages the community through onsite programs, speaking engagements, and outreach efforts.

Qualifications:

- Commitment to and passion for Zenger Farm's mission and values
- Five or more years of fundraising success, including stewardship of individual and institutional donors
- Three or more years of experience managing and coaching diverse staff and teams
- Experience using community-centric fundraising strategies to engage donors
- Strong storytelling skills to inspire donors and partners

- Proficiency with donor databases (Salesforce preferred), bulk email platforms, and social media best practices
- Exceptional strategic thinking and creative problem-solving
- Outstanding organizational skills, attention to detail, and ability to manage multiple priorities

Compensation & Benefits

The salary range for this position is \$65,000-\$85,000, with an expected starting range of \$65,000-\$75,000, depending on experience and qualifications, with opportunities for performance-based increases. Zenger Farm supports a 32-hour workweek to promote work-life balance. Employees receive fully paid medical and dental insurance, 10 paid holidays, and generous paid time off (PTO). Additional benefits include a monthly technology stipend, a 3% employer-matched retirement program, and professional development opportunities to support career growth and continuous learning.

To Apply

Please fill out the [application form](#) and attach a resume and cover letter. Application review begins March 14th, 2025

For additional questions, please email apply@zengerfarm.org.

Zenger Farm provides equal employment opportunity without regard to race, color, sex, age, religion, national origin, handicap, disability, veteran status, sexual orientation, or gender identity, in accordance with applicable federal laws.