



Director of Development and  
Communications

Public Employees for Environmental  
Responsibility (PEER)

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BOSTON | NEW YORK

***Public Employees for Environmental Responsibility is growing its philanthropy program, beginning with their first Director of Development and Communications.***

## **About Public Employees for Environmental Responsibility (PEER)**

PEER is a unique, dynamic and fast-paced organization whose employees and supporters are passionate about addressing some of the most challenging environment and public health issues of our time. PEER's mission is to support current and former public employees who seek a higher standard of environmental ethics and scientific integrity within their agencies. They do this by defending whistleblowers, shining the light on improper or illegal government actions, working to improve laws and regulations, and supporting the work of other organizations.



Since the organization's founding in 1992, thousands of scientists, law enforcement officers, land managers, attorneys, and other professionals have relied on PEER to help make the government accountable to the public, and to protect employees who protect the environment.

PEER services focus most closely on acting in the following areas:

### **Blowing the Whistle**

PEER attorneys specialize in whistleblower protections, First Amendment rights, and civil service laws. While PEER protects environmental and public health whistleblowers, they typically recommend against formal whistleblowing. This is both because there are often other, more effective and less costly alternatives and because it is important to keep conscientious people inside public service – not exiled as martyrs.

### **Shining the Light**

PEER works with current and former government employees, usually anonymously, to address issues through official channels and to bring information and issues into the light of day. PEER files document requests, conducts employee surveys, advocates for policy and regulatory reforms, issues press releases and background papers, and publishes documents that the government wants to keep hidden.



PEER is often responsible for asking government oversight bodies to investigate improper or illegal governmental actions. This helps ensure that elected leaders and the public have the information necessary to make better decisions.

### **Improving Laws and Regulations**

PEER engages in litigation and administrative processes not only to protect the rights of employees, but also to ensure the use of science and sound policy in decision-making, the enforcement and implementation of environmental laws, and the protection of the rule of law. They also advocate to improve whistleblower protections, scientific integrity and administrative processes.

## Working with Other Groups

PEER partners with other groups on projects and litigation and provides advice and counsel to nonprofit organizations on issues within their areas of expertise.

## About the Position

Raising more than \$1M annually, PEER primarily focuses on funding from three streams: private foundation grants bringing in close to 700K, individual donor contributions from a donor base of about 600 members, and awards received as part of legal settlements.

The Director of Development and Communications will be responsible for the development and implementation of a short-range and long-range strategy for raising funds to support PEER's programs, with a particular focus on building out the annual giving donor base and foundations giving program. They will also be responsible for leading the integration of organizational messaging in compelling donor-centric communications.



The Director of Development and Communications will report to Timothy Whitehouse, PEER Executive Director, and will oversee a development team of two staff. This position can be based anywhere in the United States. PEER supports fully remote work.

In the first three months, the Director of Development and Communications will be responsible for conducting an assessment of the fundraising program and presenting recommendations for new goal setting and achievement.

## Key Responsibilities

### *Development*

- Design and implement a robust development strategy that maintains and broadens PEER's financial support from individuals and foundations to achieve strategic goals.
- Assume a leadership role in identifying, cultivating, and soliciting new and existing donors to deepen and nurture relationships.
- Create and execute a strategy for an expanded, sustained base of annual individual donors.
- Drive the strategy for identifying and pursuing new private foundation funding.
- Manage and oversee 2 direct reports responsible for contributing to communications and private grants efforts.

### *Communications*

- Work with the Executive Director and staff to develop and implement an integrated strategic communications plan to advance PEER's mission and broaden awareness across key stakeholder audiences.
- Build and manage relationships with the media and other key entities to advance the organization's priorities.
- Drive donor-centric branding, messaging, and visibility to deepen engagement with the organization's supporters.

- Work with staff to identify internal and external communications opportunities and solutions and define and execute appropriate strategies to support them.
- Develop and manage communications and media outreach strategy, policy, and campaigns with print, online, electronic, and broadcast media to enhance the visibility and awareness of the issues facing public employees who work to protect the environment.

## Key Qualifications

- Minimum of 5 years' experience in development and communications, ideally with environmental or advocacy organizations, or other constituencies without a natural donor base
- Demonstrated success managing and growing an annual giving program
- Demonstrated ability to identify and develop donor pipelines; experience with budgets, reporting tools, and best practices as they relate to operational systems
- Demonstrated ability to manage development staff and oversee operations
- Effective and compelling communication style
- Self-directed, motivated and entrepreneurial
- A deep commitment to PEER's mission of supporting protecting public employees who protect our environment, natural resources and public health.

**PEER is an equal opportunity employer. PEER is committed to diversity and strongly encourage women and minority candidates to apply.**



Please email your cover letter and resume in confidence to: [PEER@developmentguild.com](mailto:PEER@developmentguild.com)

For more information, please visit [www.developmentguild.com](http://www.developmentguild.com).

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For more information about Public Employees for Environmental Responsibility, please visit <https://www.peer.org/>.

## About Development Guild DDI

*For 40 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. With offices in Boston and New York, we have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.*

*With each engagement, we work in teams tailored to a client's needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.*

