



Philanthropy Manager, Effective Giving

Reports to: Director of Development

Location: Remote (U.S.), with a strong preference for candidates based in or near major EA funder hubs (SF, DC, etc)

Salary: \$110-\$125k/yr, depending on experience

Summary of the Organization

New Seed develops maize seeds that are proven to decrease malnutrition, improve farmer income, and withstand climate shocks. We develop partnerships with seed companies, governments, and social enterprises that make these seeds accessible to tens of thousands of farmers who produce enough nutritious maize to improve the nutrition of millions of consumers. Our goal is to improve the nutrition of the more than one billion people who eat maize daily in some of the world's most malnourished countries. This role sits at the heart of that ambition: growing the philanthropic partnerships that make our model's expansion possible. Learn more at www.newseed.org

Summary of the Position

We're hiring a Philanthropy Manager dedicated to the effective altruism and impact-focused funding community. You'll cultivate relationships with EA-aligned foundations, individual major donors, donor-advised funds, and donor advisors who evaluate giving through a cost-effectiveness lens. This role suits someone fluent in the language of marginal impact, counterfactual reasoning, and cost-effectiveness analysis, who can engage credibly and substantively with a highly analytical funder base.

New Seed is a cost-effective organization ([guesstimated by GiveWell as 3-8x cash](#)), with potential to become even more so as we scale and deploy more advanced technology. We currently improve the nutrition of over a million people, and expect to scale significantly over the next decade. We deeply value self-critical rigor, manifested in practices such as a public [output document](#) covering farmer reach, economics, yields, consumption, and nutrition — built from monitoring data, operations data, and independent end-of-year surveys, with every assumption open for scrutiny. In 2025, more than 50,000 farmers planted our biofortified seeds, nourishing 1M people, and we'll be surprised if we aren't improving the nutrition of 10,000,000 people by 2030. While internally we have a wide range of estimates, our goal is to 100x of GiveWell's benchmark within ten years, a number we hope to substantially increase with bets on gene-editing technology. We're looking for someone who wants to help build an organization in a neglected area that could have major impact returns, who brings ideas and evidence to the funders best positioned to act on it, who is comfortable letting them interrogate it, and who is truth-seeking enough that they will prioritize fidelity to the best path to impact.

Key Responsibilities



- Prospect and build relationships across the EA and impact-focused funding ecosystem, including aligned foundations, evaluators, donor-advised funds, and individual major donors.
- Own and grow a portfolio of funder relationships, with annual revenue and pipeline goals set jointly with the Director of Development.
- Lead cultivation and onboarding of new funders, tailoring engagement to evidence- and cost-effectiveness-oriented decision-making.
- Serve as a credible thought partner to analytical funders, engaging substantively on our cost-effectiveness analyses, including data sources, methods, assumptions, and impact and cost projections.
- Collaborate with program and finance teams to ensure our CEAs, impact metrics, and claims are evidence-based, current, and defensible.
- Prepare funder-facing materials—memos, decks, and reports—that meet the rigor expectations of this audience, and occasionally contribute to the underlying impact models.
- Track engagement, commitments, and reporting requirements across the portfolio in the organization's CRM.
- Stay current on developments, frameworks, and conversations within the EA and global health/development funding space.
- Represent New Seed's impact and cost-effectiveness modeling in external venues (conferences, webinars, funder convenings, etc.) to further build our visibility and credibility in the community.

Qualifications

- 3+ years in fundraising, grantmaking, impact evaluation, research, or a related analytical role.
- Familiarity with the global health and development cost-effectiveness landscape and its major evaluators.
- Fluency with effective altruism concepts and cost-effectiveness reasoning (e.g., cost per outcome, DALYs, counterfactual impact, moral weights, multiples of cash).
- Comfort engaging with quantitative impact models and discussing methodology and assumptions credibly.
- Excellent written and oral communication tailored to a rigorous, evidence-oriented audience.
- Strong relationship-building skills and the ability to build trust with sophisticated donors.
- Existing network within the EA or impact-focused funding community a strong plus.
- Comfortable with traveling 10% of the time if based in an EA hub or 30% if not

Desired

- Background in economics, public health, statistics, or a related quantitative field.
- Interest in agriculture, nutrition, or biofortification.



- Track record securing or advising on six-figure+ gifts.
- Experience translating complex quantitative research into original donor-facing content.
- Experience planning donor site visits.

How to apply:

We don't want to miss a great candidate. If you're on the fence about applying because you meet some but not all of our qualifications, we encourage you to apply anyway.

Before applying, please review our website: www.newseed.org, including annual reports.

To apply, please send your CV, salary requirements, and a brief explanation of why you think you may be a good fit for this role and why we may be a good fit for you to trabajo@semillanueva.org. Please note “Philanthropy Manager, Effective Giving” and your last name in the subject line of your email.

New Seed is an Equal Opportunity Employer committed to sustaining a diverse community with a work environment that is welcoming, respectful, and encouraging to all. We foster a culture of inclusion that celebrates and cultivates diversity along multiple dimensions, including race, ethnicity, sex, gender identity, gender expression, sexual orientation, out of home care, age, national origin, socioeconomic status, religion, ability, culture, and experience.