

GET INVOLVED

Careers



The Ayn Rand Institute (ARI) is seeking energetic self-starters interested in increasing the number of people discussing and exploring Ayn Rand's ideas. We offer competitive salaries along with a generous benefits program, including health and dental coverage (for full-time employees, the premiums are almost entirely employer-paid). We also offer matching funds for your retirement account, a paid-time-off system and ten paid holidays per year. Our office headquarters are located in Santa Ana, California.

Those interested in employment with ARI should forward their résumé and a cover letter with salary expectations to Human Resources, Ayn Rand Institute, 6 Hutton Centre Drive, Suite 600, Santa Ana, CA 92707, or email careers@aynrand.org. Evidence of eligibility to work in the United States will be required. Completion of an ARI Employment Application will be requested before being considered for an interview. Candidates to whom an offer is extended are subject to background screening and are required to sign an ARI Employee Confidentiality Agreement.

While we thank all applicants for their interest in employment, we are able to contact only those to whom we can offer an interview. No phone calls, please.

Currently, ARI has the following open positions:

[LEGACY GIVING MANAGER](#)

[JUNIOR FELLOWS](#)

[SEASONAL INTERNSHIPS](#)

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Legacy Giving Manager

ARI seeks an experienced Legacy Giving Manager to join a 25-year-old robust planned giving (PG) program. By securing legacy gifts, the Atlantis Legacy program helps ensure that ARI has the financial capacity to continue its work for as long as it takes to fully realize its mission. This position is based in our Santa Ana, California, office, reporting to the Development Team Manager and working closely with the Senior Legacy Giving Manager. Telecommuting will be considered.

The ideal candidate will have the following qualifications:

- Bachelor's degree required. Graduate degrees and/or professional certifications in PG or related fields are desirable.
- Minimum of three years cultivating planned giving donors and prospects, with substantive knowledge of PG issues, vehicles and strategies.
- Familiarity with technical issues in estate and financial planning and how these issues integrate with charitable gift planning.
- Effective communication style when interacting with donors and prospects about legacy giving, while being respectful and sensitive to their contexts with regard to gift and estate planning.
- Experience working with donor database software required; Zendesk Sell CRM preferred.
- Proficiency with gift illustration software is preferred, especially PG Calc's Planned Giving Manager.
- Excellent communication, organizational and problem-solving skills, as well as the ability to work independently.
- A desire to maintain and further develop professional expertise via PG publications, conferences, seminars and email discussion forums.
- Acquaintance with Objectivism and ability to communicate clearly its ideas and principles.

Legacy Giving Manager responsibilities:

- Systematically pursue long-term cultivation of PG donors and prospects via in-person meetings, telephone, email, mail and social media, including preparation of gift illustrations and proposals.

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- Develop relationships with donors and prospects, as well as with attorneys and other professional advisors (both donors' and ARI's), with suppliers of PG publications and other products, and with other PG professionals.
- Manage all aspects of donor participation in the Atlantis Legacy program, including stewardship of completed gifts, recognition in published list of Atlantis Legacy donors, invitation to annual event, publication of donors' testimonials via "Atlantis Legacy Donors in Their Own Words," and continuing acknowledgment after their lifetimes.
- Maintain appropriate levels of confidentiality about PG donors and gifts.
- Market PG and Atlantis Legacy through printed materials, ARI's newsletter, direct mail, email, website, social media and ARI's annual summer conference.
- Assist Senior Legacy Giving Manager with PG strategy and administrative functions.
- Some travel is required.

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Seeking ways to get established, make connections and start your career?

Consider ARI's Junior Fellows Program

Be part of the fight for a rational culture! Join ARI's Junior Fellows Program, designed to help you become an Objectivist intellectual who will be engaged in today's issues and debates. If you're accepted into this unique program, you'll join ARI's team in Santa Ana, California, for up to one year, working on large-scale editorial projects while deepening your understanding of Objectivism. Salary and other perks apply. [Learn more.](#)

Consider Seasonal Internships

Seasonal internships at ARI are offered in the fall, spring and summer through a partnership with the Charles Koch Institute. Additional information about the ARI internship program can be found at AynRand.org/students/internships. Additional information about the Charles Koch Institute's paid-internship program can be found at <http://cki.io/ApplyKIP>.