



IDAHO CONSERVATION LEAGUE

Development Director

POSITION ANNOUNCEMENT

The Idaho Conservation League (ICL) is seeking an experienced *Development Director* to lead our five-person development team. You will be the lead staff member responsible for the development and implementation of a multi-channel fundraising plan to meet our annual operating needs, nearly \$3 million currently. In addition, you will work with senior leadership to create a multi-year fundraising strategy in support of projected organizational growth over the next 3-5 years.

Opportunity for Impact: Founded in 1973, ICL is the state's oldest and largest statewide advocacy organization, with more than 10,000 members and advocates from across Idaho and the region. You will be a senior member of the leadership team, joining a passionate, dedicated staff of 30 working to tackle climate change and protect air and water quality, protect public lands, restore Idaho's rivers, and protect our native fish and wildlife, for *all* who live in Idaho. The work you do will directly support ICL's programs, enabling staff to continue our policy and grassroots advocacy work in the tradition of ICL, seeking to build a conservation community in Idaho, and achieve pragmatic, enduring solutions. You will have the opportunity to bring the story of our work directly to supporters and funders, through in-person meetings, at events and through written communications, and enable them to contribute to ICL's work in achieving this shared vision for conservation in Idaho.

Classification: Full-time; exempt

Supervisor: Executive Director

Compensation: DOE, starting at \$77,000

Benefits: Health & vision insurance (ICL pays employee's at 100% for FT, pro-rates for PT), Dental insurance, Simple IRA with 3% match, 16 days PTO to start, 2 personal days, 10 paid holidays plus the bonus week at end of calendar year, 3 paid volunteer service days; access to a sabbatical after 7 years, and every 5 years thereafter, and more

Location: Boise, Idaho

Start date: ASAP

About the Position: The Development Director is responsible for overseeing all aspects of ICL's development program, including individual, major donor, and corporate giving, grants, and planned gifts, in order to meet annual budget goals. They are responsible for increasing our base of supporters who are contributing members (approximately 10,000 currently), and for growing our endowment (nearly \$5 million currently). Specific attention will be required to ensure ICL provides an environment that is equitable and inclusive when communicating with members and supporters, including determining measurable goals to assess Diversity, Equity, Inclusion and Justice (DEIJ) progress.

The Development Director will lead and support our experienced development staff, currently consisting of a Central Idaho Major Gifts Officer, a Development & Membership Associate, a Development Data Assistant, and a Grants Manager, providing strategic direction and support as they carry out their work. This includes working collaboratively to prepare a strategic annual giving plan designed to grow donor satisfaction and maintain a high renewal rate, increase monthly givers, expand opportunities for major gifts and planned giving conversations, and provide strategic oversight for donor segmentation, demographics, and criteria for targeted cultivation and solicitation efforts. They will also be the lead for designing performance reports, in collaboration with other staff, to analyze appeal performance, trends, and revenue results, adjusting strategies for increasing donor recruitment, retention, and satisfaction on an ongoing basis.

They will work closely with the other members of the senior leadership team - including the Executive Director, the Finance and Administration Director, External Relations Director and the Conservation Programs Director - as the thought partner representing development when setting programmatic goals, developing budget forecasts, and marketing strategies.

The Development Director will be responsible for maintaining their own major gifts portfolio in Southern Idaho of 20 - 30 donors, and work closely to assist the Executive Director in stewarding his own portfolio.

Working with the development committee of the board of directors, they will provide clear and practical ways to engage the board in fundraising efforts, such as relationship building, hosting events, and more. They will prepare fundraising reports for the board on a regular basis.

The ideal candidate for this role will be a strong leader who is organized and able to incorporate metrics into the development strategy. They should be a good listener who understands that a donor relationship is about connecting those with capacity to give with the mission and work that aligns with their values. They will have strong project management, budgeting and forecasting skills, be familiar with databases (Salesforce NPSP preferred), and able to think and operate strategically, with a multi-year time horizon in mind, while attending to day to day details and deadlines.

Qualifications:

- Five to seven years of experience in development, individual fundraising, or closely related experience preferred
- 2-3 years of management and supervisory experience (may be in non-traditional setting, including with volunteers)
- Committed to diversity, equity, and inclusion values
- Able to operate in a fast-paced environment, moving multiple projects forward, utilizing high-level strategic thinking and hands-on implementation
- Excellent communication skills, both written and verbal
- Effective organizational skills and strong detail orientation
- Superb listening skills with relationship-oriented approach
- Sound judgment, tact and discretion in handling highly confidential and sensitive information

- Understands nonprofit fundraising and development best practices and the nonprofit business structure, including budgeting, nonprofit accrual accounting, and audit policies
- Demonstrates analytical and fundraising skills with the ability to recognize opportunities, identify critical, high ROI activities and prioritize them to attain goals.
- Understands database management (Salesforce NPSP preferred), gift processing and donor relations
- Dedicated to ICL's mission of protecting Idaho's environment, able to develop a working knowledge of the mission and operation across all ICL's programs in order to articulate a compelling case for support

Hiring Process and Timeline:

Application review will begin on July 13. The job will begin as soon as possible, ideally in late July or early August.

To Apply:

Email a cover letter and resume to icljobs@idahoconservation.org, with *Development Director* in the subject line.

ABOUT ICL:

Founded in 1973, the Idaho Conservation League has grown into Idaho's oldest and largest state-based, non-profit natural resource conservation organization. We are a membership organization with members and supporters in every county in Idaho; a Board of Directors with statewide geographic representation; and four offices ---Boise, Ketchum, McCall and Sandpoint-- employing 28 staff. ICL's mission is to create a conservation community and pragmatic, enduring solutions that protect and restore the air you breathe, the water you drink, and the land and wildlife you love. Our vision is an Idaho where public lands remain public and are well managed, air is clean, lakes and rivers are healthy, fish and wildlife thrive, and a prosperous, sustainable future exists for all Idahoans. ICL is committed to doing conservation work in an equitable and just way. Clean water, clean air, public lands, and abundant fish and wildlife should be accessible to everyone. ICL is committed to a long-term goal of broadening our work to better serve the diversity of people our work connects to, particularly those populations with traditionally underrepresented voices or marginalized communities.