



Director of Development

Full Time

Starting Pay: \$68,000 base salary, adjusted for experience

JOB DESCRIPTION

Los Padres ForestWatch, one of the premier land and wildlife advocacy organizations along California's central coast, is seeking a Director of Development. The position will build support for protecting the Los Padres National Forest and other public lands throughout our region. This full-time exempt position is based in Santa Barbara, California and would be stationed remotely until public health orders allow our team to safely return to the office.

ForestWatch welcomes diversity and is committed to creating an inclusive and equitable work environment for all employees that encourages and celebrates differences. ForestWatch's staff and Board strive to incorporate inclusive practices in the performance of all duties and responsibilities, on a consistent and ongoing basis, and continually work to increase awareness and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.

The Director of Development works with the Executive Director, the Board of Directors, and other team members to establish and execute a fundraising program that is creative, compelling, and effective in fulfilling the organization's mission. The position ensures the long-term viability of Los Padres ForestWatch by coordinating and implementing key fundraising and membership activities and reports directly to the Executive Director.

Primary responsibilities include managing our major donor program; engaging our supporters through strategic communications and storytelling; preparing and executing an annual membership renewal and recruitment plan; growing our planned giving and corporate partnership programs; and securing and tracking foundation grants.

MINIMUM REQUIREMENTS

You Are:

- Strong personal connection and commitment to land and wildlife protection.
- Demonstrable success in fundraising and donor engagement in nonprofit or similar environments, with at least three years of experience in fundraising, marketing, and/or communications preferred.
- Proven track record of building a comprehensive fundraising program that sets and achieves ambitious goals.
- Energy, enthusiasm, and drive to meet and exceed personal and organizational objectives.
- Stellar writing, storytelling, research, communication, and analytical skills with a meticulous attention to detail.
- Ability to work independently in a remote setting and be accountable to others as part of a team.

- Highly organized with an ability to shift from big-picture thinking to details execution, while maintaining momentum on multiple projects.
- Fluent with multiple platforms including donor management systems, email, cloud computing, Microsoft and Google suites, and social media, with flexibility to learn and understand emerging technologies.
- Ability to carefully track and meet goals and deadlines.
- A personal commitment to making the conservation movement more diverse, equitable, and inclusive.
- Self-motivated with a strong drive to exceed expectations.
- Sense of humor.

TO APPLY

Please send a cover letter describing your qualifications for this position and your personal connection to land and wildlife conservation, along with your resume, contact information for three professional references, and written samples of your previous work relevant to this position to jobs@LPFW.org. Due to the volume of applicants, only those considered for an interview will be contacted. No phone calls, please. Applications must be submitted by March 26 and will be reviewed on a rolling basis. Interviews will be conducted via Zoom.