



## **JOB ANNOUNCEMENT**

### **Director of Development**

**Santa Barbara, California (Hybrid)**

Los Padres ForestWatch, one of the premier land and wildlife advocacy organizations along California's central coast, is seeking a Director of Development. The role is responsible for driving our comprehensive fundraising strategy and building deep partnerships with donors who share our conservation vision for Los Padres National Forest. This full-time exempt position is based in Santa Barbara, California and would entail a flexible combination of remote and office work.

Our work spans 220 miles of some of California's most spectacular landscapes, from the famed Big Sur shoreline to the rugged backcountry of Santa Barbara, Ventura, and San Luis Obispo counties. We protect these public lands from development, mobilize volunteers to clean up trash and restore wildlife habitat, and engage underserved youth and their families to build connections with nature. The Director of Development helps us build on our successful two-decade track record of meaningful, long-lasting achievements.

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.

### **Overview of Position**

The Director of Development works closely with the Executive Director, the Board of Directors, the Development Associate, 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 ForestWatch by coordinating and implementing key fundraising and engagement strategies and reports 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; securing and tracking foundation grants; and supervising the Development Associate.

Specific duties include:

- Develop, coordinate, and implement strong, effective, and sustainable fundraising strategies and activities guided by best practices, appropriate metrics, and continual evaluation and refinement.
- Deploy creative and dynamic storytelling to engage, motivate, and inspire our donors and deepen their connection to our mission and the people and places behind it.
- Prepare and execute an annual development plan that diversifies our revenue sources.
- Personally cultivate and solicit major gifts and assist the Executive Director and Board of Directors with major donor outreach. Maintain regular contact with donors, research and identify new donor prospects, and maintain accurate and detailed donor records.
- Coordinate all aspects of our membership renewal and acquisition campaigns across online, email, social media, web, and crowdfunding platforms, communicating regularly with our members and supporters. Implement programs to retain current members, welcome new members, identify new member prospects, and re-engage expired members.
- Effectively mobilize our donor database to receive, process, and track contributions; maintain accurate and detailed donor records; deliver timely and accurate acknowledgment of all donations; generate reports; and track metrics over time.
- Research grant opportunities, submit letters of inquiry and proposals, and cultivate relationships with foundation staff. Work with team members to track the timely and effective completion of grant deliverables. Maintain our grants calendar to ensure timely submittal of applications and reports.
- Supervise and work with the Development Associate to orchestrate cultivation, fundraising, and outreach events.
- Identify strategic partnership opportunities with like-minded businesses and their employees.
- Grow our legacy giving program to sustain the organization over the long term.
- Advise the Board of Directors on fundraising opportunities and strategies, work with Board members to ensure implementation of the development plan, and attend and provide reports for Board meetings as requested.
- Assist with budget preparation, carefully monitor the attainment of membership and fundraising goals, and provide data for the annual budgeting process.
- Ensure that all aspects of our development program continually reflect principles of diversity, equity, and inclusion.

## Qualifications

- 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 3-5 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.
- Ability to carefully track and meet goals and deadlines, with 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 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, and Microsoft suite, with flexibility to learn and implement emerging technologies. Salesforce experience preferred.
- Personal commitment to fostering diversity and a sense of belonging within the conservation movement.

## Compensation

The salary range for this position is \$95,000 to \$120,000 based on experience. ForestWatch offers an excellent benefits package including 100% employer-paid health insurance with top-tier coverage for employees, dental and vision benefits, a flexible office and remote work schedule, a generous paid holiday and vacation package, and a pre-tax retirement savings plan with employer match. Employees also enjoy significant pro discounts from leading outdoor apparel and equipment companies.

## Application Procedure

To apply, send a cover letter describing your qualifications 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 fundraising-related work. Please combine all documents into a single pdf file and email it as an attachment to [apply@forestwatch.org](mailto:apply@forestwatch.org) The hiring committee will review applications on a rolling basis. No phone calls, please.