



Development Director
Nauticus | Norfolk, VA

Nauticus, a nonprofit maritime discovery center located along Norfolk's downtown waterfront, is seeking a dynamic and strategic Development Director to lead and execute all fundraising and membership initiatives. This role is instrumental in advancing Nauticus' mission to provide impactful educational experiences and preserve the legacy of the Battleship Wisconsin.

Reporting to the Deputy Director of External Affairs & Advancement, the Development Director serves as a key member of the leadership team while also functioning as a highly hands-on contributor. This position is responsible for both shaping strategy and directly executing fundraising efforts across individual giving, major gifts, corporate sponsorships, grants, special events, and membership.

Building on the momentum of a transformational campus reinvestment, the Development Director will play a central role in driving sustainable revenue growth and deepening community engagement.

Key Responsibilities

Fundraising Strategy & Execution

- Develop and implement a comprehensive, multi-channel fundraising strategy to meet and exceed annual revenue goals
- Actively manage and grow a portfolio of donors, including identification, cultivation, solicitation, and stewardship
- Lead the execution of annual appeals, campaigns, and donor communications

Grants & Sponsorships

- Research, write, and submit grant proposals and reports to foundations, corporations, and government entities

- Develop sponsorship packages and partnership opportunities aligned with Nauticus programs and events such as Winterfest on the Wisconsin, Fins on the Fantail, STEM to STERN Maritime Careers Program and more.
- Manage relationships with sponsors to ensure strong engagement and fulfillment of benefits

Membership & Donor Engagement

- Oversee and evolve Nauticus' membership program, including acquisition, retention, and benefit development
- Support the growth of the Navigator's Circle donor society through targeted engagement and stewardship
- Leverage events and on-site experiences as opportunities to cultivate and deepen donor relationships

Events & Board Engagement

- Participate in and support fundraising and donor-focused events, including evenings and weekends as needed
- Work closely with the Board of Directors to support fundraising efforts and provide regular updates on progress

Collaboration & Operations

- Partner with marketing to align fundraising campaigns, storytelling, and audience engagement
- Track fundraising progress, maintain accurate donor records, and support reporting requirements
- Collaborate across departments to gather content and data that support fundraising and grant reporting

Qualifications

- Bachelor's degree in nonprofit management, communications, business, or a related field preferred
- 5–8 years of experience in nonprofit fundraising, development, or advancement
- Demonstrated success in grant writing, sponsorship development, and donor cultivation

- Strong written and verbal communication skills
- Ability to manage multiple priorities in a fast-paced, collaborative environment
- Passion for maritime history, education, and community impact

Compensation & Expectations

- Salary range: \$75,000–\$85,000, commensurate with experience
- Benefits include health insurance, retirement plan, paid time off, and holidays
- Some evening and weekend availability required for events and donor engagement

At Nauticus, the Development Director will help shape the next chapter of a reimagined campus, where maritime history, education, and innovation come together to inspire the next generation.

How to Apply:

Applications will be accepted on a rolling basis, please send resume and cover letter to Development@Nauticus.org.