



Are you energized by building relationships and have a passion for inspiring people to protect our environment? At Save the Sound, we combine science and strategic legal expertise to defend and restore our region's waterways and green spaces. Join us in turning passion into impact—securing the resources today that will sustain our planet for generations to come.

Who We Are:

For over 50 years, Save the Sound has been at the forefront of environmental action throughout the Long Island Sound watershed in Connecticut, Westchester County, New York City and Long Island. As an organization, we build resilient communities while fighting climate change, save endangered lands, protect the Sound, and restore its rivers and coastlines. We do this in many ways, from legislative advocacy and legal action to engineering, environmental monitoring, and hands-on volunteer efforts.

Director of Major Giving:

The Director of Major Giving will be responsible for advancing relationships and raising funds from individuals, families, and family foundations. This includes managing the process of identifying, qualifying, cultivating and soliciting major gifts, planned giving and annual fund donors and prospects, and closing and stewarding gifts in a timely manner. Additionally, they will manage and grow a personal portfolio of donors and prospects capable of making gifts of \$10,000 or more, with an increasing focus on those capable of making 6 and 7 figure gifts. This position will report to the Executive Vice President of Philanthropy and manage our major gift team. Key Responsibilities will include:

- Drive all major donor (\$1,000 and over) fundraising streams (e.g. annual major giving, campaign giving and planned giving) to achieve organizational individual giving goals creating giving strategies and opportunities that align with programs and projects.
- Supervise and guide the Major Gift team, two Major Gift Managers and the Development Associate ensuring that organizational major donor and team goals are achieved. Set performance goals, build team capacity, and foster a collaborative, high-performing culture focused on donor-centered fundraising.
- Personally cultivate and solicit a portfolio of 75-100 high-capacity prospects capable of making investments of \$10,000 or more, with a focus on six- and seven-figure gifts. Drive a data-informed pipeline strategy from identification through stewardship.
- Lead the organization's planned giving strategy, engaging donors in meaningful conversations about philanthropic legacy, estate planning, and long-term impact. Grow the planned giving pipeline as a strategic priority for organizational sustainability.

- Become part of our Sound Future Campaign team to complete a \$12 Million campaign, 90% completed. Help shape the vision for post-campaign fundraising and long-term philanthropic growth.
- Maintain prompt and accurate records of donor interactions and strategies in the organization's CRM.
- Direct major donor communication plan: drafting, production and mailing of major donor appeals, impact reports, and other materials necessary for major donor fundraising and coordinating on email and social media communications to align with plan.
- With the team, design and oversee a calendar of major donor cultivation events, including at least 4 major donor reception events and 3-5 field trips for major donors.

Knowledge, Skills, & Abilities Required:

- Minimum of 8-10 years of experience in major gift fundraising, with proven success securing gifts of \$100K+.
- Strong knowledge of and execution of best practices in major giving, donor engagement, and stewardship.
- Skilled in cultivating donor relationships aligned with organizational goals and donor interests.
- Superb written and verbal skills; able to craft compelling proposals and convey impact through data and storytelling.
- 3-5 years experience in supervising teams and strong management skills, with a demonstrated ability to set strategy, manage performance, and build a collaborative team culture.
- Excellent interpersonal awareness and skills working with large and small teams, with the ability to collaborate across departments, engage board members and volunteers in fundraising, and represent the organization at the highest levels.
- High degree of comfort communicating information to a wide range of audiences, from individual major donors to the general public.
- Fluency with Microsoft office suite, CRM platforms and data-driven pipeline management; able to leverage technology for portfolio analysis, forecasting, and team accountability.
- Highly organized with outstanding attention to detail and ability to manage multiple priorities at once.
- Committed to maintaining the highest standards of integrity and discretion.

- Preference for a candidate who lives in Fairfield or Westchester Counties as the majority of current major donors reside there. Willingness to travel regularly for donor meetings and cultivation events.

Terms and Compensation:

This is an at-will full-time exempt position, with a salary range of \$115,000-\$130,000 annually, commensurate with skills and experience. Our comprehensive benefits package includes company sponsored health insurance, dental and vision insurance, 403(b) with company match after 1 year, life and long-term disability insurance, a generous time off package and opportunities for professional development.

This position is contingent upon the continued level and availability of funding for work organizationally. Save the Sound reserves the right to modify or terminate employment if funding is reduced or unavailable.

Hybrid Work Arrangements

The Director of Major Giving is required to be in-office at least 2 days per week. Details of this arrangement are determined upon hire and employees must notify their manager of any necessary changes. It is at the manager's discretion to amend the agreed upon work arrangement dependent upon business needs, work performance or other factors.

To Apply:

Interested candidates should submit a resume, cover letter, 3 relevant writing samples, and list of 3 references to the job posting on our careers page. Applications will be reviewed as they are received. We are a thoughtful and thorough organization. We will be in touch to acknowledge receipt of your application and to schedule selected applicants for an interview. Our hiring process can take from 7 to 10 weeks. You will be informed when the hiring process is complete.

Additional Details Common to All Positions:**Save the Sound's Commitment to Equity and Diversity**

Save the Sound is an equal opportunity employer. We prohibit discrimination based on age, color, disability, marital or parental status, national origin, race, religion, sex, sexual orientation, gender identity, veteran status, or any other legally protected status in accordance with applicable federal, state, and local laws.

Our organizational leadership and staff are working to deepen Save the Sound's diversity, equity, and inclusion. We seek to attract a more diverse applicant pool, and to add and retain more outstanding Black, Indigenous, and People of Color to all levels of our team. We work in diverse communities and landscapes and are actively working to increase our focus on driving environmental justice and equitable outcomes through our work.

Work Authorization Requirement

Candidates must be legally authorized to work in the United States at the time of hire and throughout employment. Save the Sound participates in E-Verify to confirm employment eligibility. Visa sponsorship is not available for this position

Shared Organizational Job Responsibilities

- Maintaining positive and productive working relationships with all Save the Sound staff members, including providing and receiving constructive feedback;
- Participating in building productive relationships with Save the Sound's members, external partners, policy makers, and the general public;
- Completing all administrative work on time, such as timesheets, purchase orders, project reports, and planning documents.