

Associate Director of Philanthropy

Who We Are:

The mission of The Nature Conservancy (TNC) is to conserve the lands and waters upon which all life depends. As a science-based organization, we develop innovative, on-the-ground solutions to the world's toughest environmental challenges so that people and nature can thrive. Our work is guided by our [values](#), which include a [commitment to diversity](#) and respect for people, communities, and cultures. From a rewarding mission to career development and flexible schedules, there are many reasons to love life #insideTNC. Want to know more? Head to [YouTube](#) to hear stories from staff or visit [Glassdoor](#).

One of TNC's primary goals is to cultivate an inclusive work environment so that employees around the globe have a sense of belonging and feel that their unique contributions are valued. We know we'll only achieve our mission by hiring and engaging a diverse staff that reflects the communities in which we work. Recognizing that people bring talent and experience that go beyond the scope of a job, we take a holistic approach to recruitment. If you're interested in working with us, please apply—we'd love to hear from you. To quote a popular saying at TNC, "You'll join for the mission, and you'll stay for the people."

What We Can Achieve Together:

The Associate Director of Philanthropy (ADoP) works closely with the Hawai'i and Palmyra philanthropy team to plan, implement, and coordinate effective multi-year strategies and plans for gift prospects, including corporate, foundation, and/or individual donors. This position will report to the Senior Associate Director of Philanthropy.

The ADoP is responsible for managing a portfolio of qualified donors and building strong relationships. They understand and apply complex principles of developing donor strategies. They will be responsible for direct asks to both global and local priorities to meet funding needs. They can discuss assets and listen for opportunities for gifts of assets or other non-cash gifts, such as planned gifts and trade lands. The ADoP provides opportunities for donors to receive recognition and increase future giving. They involve and engage appropriate partners in the field and at the Worldwide Office, keeping them apprised of interactions, issues and/or concerns, and address questions as needed. They are capable of featuring the programs of the Conservancy in detailed terms and can confidently discuss legacy giving opportunities. The ADoP understands project budgets and may build proposal budgets utilizing this knowledge. They will develop a referral network as needed and may manage formal and/or informal networks of volunteers. They will be required to use the Conservancy's donor database and may develop proposals.

We're Looking for You:

Want to help save the planet? Through the efforts of The Nature Conservancy more than 200,000 acres in Hawai'i and Palmyra Atoll have been preserved for nature and people. We manage 40,000 acres in 13 nature preserves and work in over 50 coastal communities to help protect and restore the nearshore reefs and fisheries of the main Hawaiian Islands. We forge partnerships with government, private parties, and communities to protect the forests and coral reefs that make our islands unique for their ecological values and for the many benefits they provide to people. This is an exceptional career opportunity for a highly motivated, capable individual interested in joining the world's leading conservation organization!

What You'll Bring:

- Bachelor's degree and 6 years related experience or an equivalent combination.
- Experience building and maintaining long-term relationships with fundraising constituents.

- Experience in asking for and closing gifts of \$50,000 or more.
- Experience in managing and tracking multiple prospects and donors.
- Experience working with cross-functional teams, preferably in a large non-profit.
- Experience working with fundraising principles and practices.
- Experience, coursework, or other training in current trends in charitable giving in the areas of capital campaigns, major gifts or planned giving.

What We Bring:

Since 1951, TNC has been doing work you can believe in. Through grassroots action, we have grown from a small non-profit into one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff and partners, we impact conservation around the world.

TNC offers a competitive, comprehensive benefits package including: healthcare benefits, flexible spending accounts, 401(k) plan with an employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, and other life and work wellbeing benefits. Learn more about our benefits in the [Culture Tab](#) on [nature.org/careers](#). We’re proud to offer a flexible work environment that supports the health and wellbeing of the people we employ.

This description is not designed to be a complete list of all duties and responsibilities required for this job.
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Our Competencies:

BUILDS RELATIONSHIPS	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
COLLABORATION & TEAMWORK	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
COMMUNICATES AUTHENTICALLY	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
DEVELOPS OTHERS	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
DRIVES FOR RESULTS	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
LEVERAGES DIFFERENCE	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
SYSTEMS LEADERSHIP	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with Request for Accommodation in the subject line

To apply for job ID51981, submit your materials online by using the Apply Now button at <https://careers.nature.org/>
 Minimum salary \$83,800