Director of Development
Western Region – Southern California

Ducks Unlimited, Inc., the continent’s leader in waterfowl and wetlands conservation, seeks a Director of Development in southern California with the following fundraising responsibilities:

- Identify, qualify, cultivate and solicit major and planned gifts from individuals, corporations and foundations that are part of an identified prospect portfolio to help support the conservation mission of Ducks Unlimited.
- Coordinate with conservation and development to develop proposals and secure funding for DU’s habitat conservation priorities as defined by the Strategic Plan, to include support for operations, conservation in key landscapes, educational programs, and the permanent endowment.
- Partner with event fundraising staff and volunteers to raise awareness of DU’s major gift program and increase philanthropic revenue in the region.
- Engage volunteer leadership to motivate and guide DU volunteers to assist with major gift fundraising.
- Serve as a staff liaison to the California State Campaign Committee.
- Achieve goals established in Development Annual Work Plan.

The ideal candidate will have a minimum of four years fundraising or related experience with an emphasis on personal major gift solicitation and a strong conservation ethic. Additional qualifications include:

- Bachelor’s degree
- Excellent interpersonal, relationship and team-building skills
- Strong oral and written communication skills
- Commitment to and experience with prospect moves management
- Ability to provide leadership and guidance to other fundraising professionals and volunteers
- Computer literacy with a proficiency in word processing, spreadsheet and database management programs

The successful candidate will be a self-starter who can work independently as well as part of a team and is driven to succeed. Familiarity with planned giving, experience with comprehensive fundraising campaigns, relationships in and a working knowledge of the region’s philanthropic community, and an interest in outdoor conservation activities are also desired. The selected candidate should have the desire and ability to travel extensively and will be expected to reside in a mutually agreed upon location with emphasis towards southern California (Los Angeles – San Diego). The salary range for this position is $65,000 to $110,000. The successful candidate must be fully vaccinated for COVID-19, per the Safer Federal Workforce Task Force COVID-19 Workplace Safety - Guidance for Federal Contractors and Subcontractors. Upon employment, he/she will be required to show proof of full vaccination, or apply for a medical or religious exemption from this requirement.

Visit https://www.ducks.org/jobs to apply and complete the application materials and attach a cover letter, resume and daytime information (email & phone number) for three professional references. For further information regarding this position or to request application materials, please contact Steve Schmitt, Managing Director of Development for the Western Region; sschmitt@ducks.org; 360-991-7461.

Applications are due by May 25, 2022. Resume reviews will begin afterward and continue until the position is filled.

DUCKS UNLIMITED, INC. IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

It is the policy of Ducks Unlimited, Inc. to afford equal employment opportunity to all qualified persons regardless of race, color, religion, creed, national origin, ancestry, sex (including pregnancy, childbirth, lactation and related medical conditions), sexual orientation, gender, gender identity, gender expression, age (40 or over), disability (physical, mental or visual), genetic information, marital status (including registered domestic partnership status), military and veteran status, immigration status, or any other category protected by federal, state or local law.