Seeking
Development Director

- Full time (36 hours week). This position could be modified to part time for the right candidate.
- Hybrid position! Work will be done remotely and in the office at 27317 Mountain Meadow Rd, Escondido.
- Salary range $75,000 to $95,000 annually, depending on experience.
- The Conservancy provides competitive benefits for full time staff including 401k matching at 4% and extensive vacation and paid Holidays.
- This is an immediate opening!

Background – Development Director

The Escondido Creek Conservancy (Conservancy) is seeking a creative fundraising professional to help the Conservancy build annual resources sufficient to manage Conservancy lands and support, in perpetuity, the Conservancy’s conservation, outdoor education, and other programs per the Conservancy’s 2022 strategic plan. The Conservancy currently manages 3,000 acres of habitat-rich property in the Escondido Creek watershed in North San Diego County and frequently adds to its conservation land portfolio. Additionally, the Conservancy provides outstanding outdoor education programming to over 5,000 youth and adults per year. www.escondidocreek.org.

Skills and Qualifications:

- 2-5 years related non-profit fundraising experience.
- A professional who loves working with people and the challenge of creating and implementing a successful fundraising program benefiting a wonderful cause.
- An innovator dedicated to making a difference in the world.
- Experience in fundraising generally but with a special focus on major gifts and donor development.
- Bachelor’s degree is preferred.
- Current California driver’s license, automobile insurance and an automobile in good working order.
- All Conservancy staff must be vaccinated against COVID-19 or have a legitimate exemption per Conservancy policy.

Reporting and Leadership:

The Development Director reports to the Executive Director and works closely with the Conservancy’s Board of Directors. The Development Director supervises a part time Administrative Assistant who is available to help with maintaining the donor database and other donor-related and Conservancy administrative tasks. Working with the Executive Director, the Development Director manages the communications work of the Conservancy including two annual paper mailings, a monthly electronic newsletter, website updates and revisions, media articles and social media. These functions are carried out by consultants and are overseen by the Development Director and Executive Director to ensure message continuity to donors and supporters.
**Location and Logistics:**

Due to the pandemic, Conservancy staff are currently mostly working remotely but will soon begin using the Conservancy office at 27317 Mountain Meadow Road in Escondido 2-3 days per week. Conservancy properties and activities are located throughout the Escondido Creek watershed in North San Diego County, California. Work is generally Monday-Friday, but weekend and evening work is periodically required.

**Compensation:**

Salary range $75,000 to $95,000, depending on experience. The Conservancy provides competitive benefits and payment for mileage.

**Inclusion and equity:**

The Conservancy recognizes the significance of inclusion and equity, and we are actively working on it and continuing to learn. We advocate for and facilitate equitable access to nature through outdoor experiences for everyone, including outdoor education. The Escondido Creek Conservancy is committed to building a diverse and inclusive environment reflecting the diversity of our community in its board, staff, volunteers, and supporters and ensuring its internal culture, business practices, and programs are welcoming and advance its diversity goals.

**This is an immediate opening!**

Please apply as soon as possible to be considered. Please submit cover letter, telling us why you are the best candidate for the position; resume; examples of successful philanthropic plans, grants, and campaigns you’ve developed and implemented; and references to information@escondidocreek.org. Feel free to also include other materials that will help us understand your background and passion for this role. No phone calls please.