Organization: Rocky Mountain Wild  
Position: Fundraising Director, Leadership Team  
Location: Remote, preferably in Colorado’s Front Range  
Work Schedule: Exempt, 32 hours per week (full time for RMW employees)

Rocky Mountain Wild (RMW) is seeking a 32 hour/week Fundraising Director to develop fundraising strategies for the organization, manage the grants program, coordinate all fundraising efforts by board and staff, and make fundraising requests to donors and funders. In addition, this position will be invited to serve on the newly-formed leadership team and participate in collaborative decision making to help steer the organization.

Who We Are  
Rocky Mountain Wild works to protect, connect, and restore wildlife and wildlands in the Southern Rocky Mountain region.

We envision a biologically healthy future for our region – one that includes a diversity of species and ecosystems, thriving populations of wildlife, and a sustainable coexistence between people and nature. Using research, community science, legal action, and advanced geospatial analysis, we offer solutions for conserving our most at-risk animal and plant species and landscapes.

Protecting biodiversity is a BIG job, and we know that we can’t do it alone. We are actively building a diverse community of educators, students, activists, philanthropists, and community scientists to help us make our vision a reality. From providing guidance on our board of directors to helping us collect data in the field, our community makes our work possible – and fun.

Position Description  
The Fundraising Director will report to the leadership team (members of the leadership team report to each other) and will serve as the primary fundraising professional for Rocky Mountain Wild (RMW). This role offers a mid-career fundraising professional the opportunity to play a larger decision-making role in a small organization that has recently adopted a shared leadership model. RMW is looking for a curious, organized, collaborative, and results-oriented person who is passionate and innovative about seeing new connections and opportunities to fundraise, who can channel inspiration into action, and who can work effectively with RMW’s leadership team to further the mission.

What You’ll Be Responsible For  
- Create and monitor an annual development plan as well as key development objectives for the organizational strategic plan  
- Maintain and grow a small portfolio of long-standing major donors and hold responsibility with the leadership team to cultivate, solicit, upgrade, and steward these donors through personal interaction and connection with RMW staff and program work.  
- Represent RMW and network with prospective donors and funders at events and gatherings
- Ensure donors receive regular and compelling communications about the impact of their gift
- Oversee RMW’s grant and reporting deadlines and spearhead the production, packaging, and submittal of grant applications and reports
- Research new funding sources and coordinate outreach to top prospects
- Write fundraising appeals and compelling donor materials for RMW’s flagship programs
- Ensure that staff and board members have access to training and resources for their roles to support fundraising
- Work to grow RMW’s four annual fundraising events and leverage connections made into long-term relationships for the organization
- Assess and coordinate processes for gift processing, database administration, monthly donor renewals, and acknowledgements
- Create and monitor an annual income and expenditure budget for the development program
- Work with our team to explore and develop innovative strategies to generate sustainable revenue for RMW

In addition, you’ll have the opportunity to serve on the leadership team and help create and develop RMW’s new shared leadership model alongside your colleagues.

**Keys to Success**
To be successful in this job, you will possess most or all of the following:

- **Strategic fundraising mindset:** Can create and execute a fundraising plan that addresses the unique needs of RMW. Looks for ways to engage the entire board and staff in meeting fundraising goals.
- **Clear, precise communication:** Organizes and shares information effectively — whether through face-to-face interactions with donors, writing an internal email, or composing a fundraising appeal.
- **Collaboration mindset:** Enthusiasm for meeting and engaging with people. Highly collaborative and open to exploring and participating in shared leadership. Seeks and engages well with feedback. Willingness to be flexible to respond to changing priorities or to address organization-wide needs.
- **Commitment to mission and theory of change:** Appreciation for an organizational culture that is oriented to an advocacy-based environmental mission that centers equity and justice and a theory of change that focuses on research, community science, and legal action.
- **Commitment to racial equity and social justice:** Have an understanding of the historical context for racial inequity and its present-day implications, as well as a recognition of how identities show up in the work, and welcome, reflect on, and act on feedback with an eye toward continuous learning about race, ability, and other lines of difference. Also have an interest in learning and operating within community-centric fundraising principles.

Knowledge of wildlife conservation issues in the Rocky Mountain West, previous fundraising or sales experience, and interest in joining our leadership team are all pluses, but are not requirements. This position does not have an undergraduate education requirement. Spanish/English bilingual is a skill we value, but it is not a requirement.
We believe that life experiences can count just as much as formal education or traditional work experience. If you think you’d be great at this job but are worried about the qualifications, you should apply anyway!

**Employment Equity**
Rocky Mountain Wild is an Equal Employment Opportunity and Affirmative Action employer. We do not discriminate based upon race, religion, color, national origin, sex (including pregnancy, childbirth, reproductive health decisions, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, genetic information, or other applicable legally protected characteristics. We also consider qualified applicants with criminal histories, consistent with applicable federal, state, and local law.

Rocky Mountain Wild will make accommodations to enable applicants and employees with disabilities to perform the essential functions of the job.

**Compensation and Benefits**
Rocky Mountain Wild has recently incorporated a 32-hour work week, which is considered full-time and for which employees will receive full benefits. The annual salary for this 32-hour/week position is $50,000. Additionally, RMW is a fully remote workplace with flexible work hours. In terms of benefits, Rocky Mountain Wild offers up to six weeks of paid vacation each year, generous paid family, medical and wellness leave, a sabbatical, health insurance, a 401(k) match, and compensation for public transit.

**Transparency, Accountability, and Aspirations Statement**
Like many other environmental nonprofits with all-white leadership, Rocky Mountain Wild as an organization largely saw issues of social justice as "mission creep" until George Floyd's murder in the summer of 2020. During the height of the Black Lives Matter and racial liberation movement, the organization began to recognize that our work to protect wildlife and wildlands can't be removed from and must be informed by human affairs and historical and current systemic racism.

Since the beginning of this year, the new leadership team has restructured our organization into a non-hierarchical format to be a more just, equitable, and inclusive workspace, where everyone feels empowered to speak to their experience, create abundance for discussion and innovation, and create an organization that embodies rather than includes these principles.

We are on this journey together and know we have a long way to go. We seek an individual who is willing to meet us where we are and is invigorated to help us grow into the humanistic and liberatory workspace we eventually hope to be.

**To Apply**
Fill out [this form](#) and upload any materials you believe will present you in the best light. That could mean a short video or audio file explaining what you bring to the position, a traditional resume, a skills-based resume, a curriculum vitae, or whatever works best for you and highlights what you wish to highlight.

Suggested deadline for applying: July 15. This position will remain open until filled. Applicants who submit their materials by July 15 will be contacted by July 29, whether they have been selected for an interview or not. Applicants who are to be interviewed may be asked to participate in a 30-minute phone screening in July/August, followed by 1-2 virtual or in-person interviews in July/August. Interview
timeline is subject to change. We thank you for your interest in working with Rocky Mountain Wild and appreciate the effort required to apply for this position.