

JOB POSTING



Title: Development Director

Status: Exempt, full-time

General Description: The North Carolina League of Conservation Voters (NCLCV) is a statewide advocacy and political organization, working to protect North Carolina's environment and communities for over 50 years by holding public officials accountable for enacting policies that protect the health of our citizens and our environment. NCLCV's mission is to advocate for sound environmental policies and elect pro-environmental candidates who will champion strong environmental protections, and who understand that North Carolina's unique natural environment plays an integral role in our economy and quality of life. Along with our sister organization, NCLCV Foundation (NCLCVF), we work to engage North Carolinians in the democratic process to protect our communities and our environment.

As a senior member of the NCLCV team, reporting to the executive director, the Development Director will be responsible for planning and implementing the organizations' resource development strategies, leading donor engagement, conducting donor research, facilitating stewardship, and assisting with Board development and engagement. The Development Director should be able to balance high-level strategic planning and contributing to the day-to-day task required of a non-profit organization's staff. This position offers the opportunity to institutionalize and develop a strong development team in support of NCLCV and NCLCVF's short-term and long-term organizational goals.

Responsibilities:

- Designs and implements development plans for NCLCV, NCLCV Foundation, and the Conservation PAC, with support from staff and board.
- Executes development plans and timelines associated with major donors, events, and board member engagement as follows:
 - Lead and grow NCLCV's major donor program, including managing a portfolio of existing major donors, providing support and leadership for the Executive Director and other staff managing donor relationships, identifying/qualifying new major donors, donor solicitation, and donor stewardship.
 - Oversees development events, including annual signature fundraising event, house parties, donor acquisition events, and other special events.
 - Works with Board members to develop individual board engagement plans to meet fundraising goals.
- Analyzes effectiveness of development plans to ensure fundraising goals are being met. Provides reports to colleagues, executive director, and the board.
- Coordinates our development team. Supervise, train, and mentor development staff and volunteers. Currently, one staff person reports to this position and the role collaborates with the executive director to train and onboard key volunteers, including board members.
- Partners with communications staff to coordinate and integrate membership stewardship, direct mail, online fundraising, and expand donor outreach capacity.
- Ensures integration with communications work and programmatic work, and works closely with programmatic staff to develop a culture of fundraising within the organization.
- Assists with organizational marketing and communications, including media outreach. Occasionally serves as spokesperson for the organization.
- Other duties as assigned.

Qualifications

Work Experience:

- 5+ years related fundraising experience. *Required.*
- Experience building and maintaining long-term relationships. *Required.*
- Experience in asking for and closing gifts of \$25,000 or more. *Required.*
- Experience in managing and tracking multiple prospects and donors. *Required.*
- Experience working with cross-functional teams, preferably in a non-profit or in political fundraising. *Strongly preferred.*
- Supervisory experience. *Strongly preferred.*
- Experience working with fundraising principles and practices, and with CRM. *Strongly preferred.*
- Experience working with 501(c)3, 501(c)4, and political organizations. *Preferred.*
- College degree. *Preferred.*

Cultural Competence:

- Shares our commitment to increasing racial diversity in our movement and organization, integrating justice and equity into the work we do, and ensuring an inclusive organizational culture.

Skills:

- Ability to write well and effectively communicate the mission, goals, and needs of an organization to donors, and ability to articulate complex ideas clearly, accurately, and concisely.
- Possess high level of intellectual curiosity.
- Demonstrated experience using listening, diplomacy, and tact to build strong relationships and motivate donors and volunteers.
- Knowledge of and passion for environmental issues and politics.

Compensation and Conditions: Salary range \$85,000-\$95,000, commensurate with experience and ability. Able to occasionally work hours in excess of stated office hours to get the job done; ability and willingness to travel. This hybrid position is based in Raleigh, NC.

To Apply: Send cover letter and resume to jobs@nclcv.org with “Development Director” in the subject line. No phone calls please. Position open until filled.

NCLCV is an equal opportunity employer committed to a racially just, equitable, and inclusive workplace.