

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

POSITION SPECIFICATION

DIRECTOR OF DEVELOPMENT Western Rivers Conservancy *Portland, OR*

Brakeley Search

is a search firm focused exclusively on the nonprofit sector. As a division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director, Scott Staub, ACFRE
is leading this search assignment. Inquiries may be made, in confidence,
to Scott Staub at sstaub@brakeleysearch.com.

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TITLE: Director of Development

ORGANIZATION: Western Rivers Conservancy

LOCATION: Portland, OR

REPORTS TO: President

WESTERN RIVERS CONSERVANCY MISSION

Western Rivers Conservancy protects outstanding river ecosystems in the western United States. WRC purchases land along the West's finest rivers and streams to conserve habitat, protect key sources of cold water and create public access for all to enjoy.

ABOUT WESTERN RIVERS CONSERVANCY

Guided by its motto, "*Sometimes to save a river, you have to buy it*," Western Rivers Conservancy takes a land acquisition approach to conservation that delivers tangible and permanent results for the benefit of fish, wildlife and people. To ensure the lands it acquires are protected in perpetuity, WRC transfers them to long-term stewards like the U.S. Forest Service, Bureau of Land Management, state parks and Tribal Nations. WRC has created sanctuaries for fish and wildlife and secured recreational access along more than 260 rivers and streams around the West, protecting more than 450 river miles and over 230,000 acres of land in nine western states.

Permanence is what makes WRC's work so important. Its land acquisition approach provides the best, most enduring protections there are. Whether the lands WRC buys become part of a Wild and Scenic River corridor, a National Conservation Area, a tribal reservation, or a National Wildlife Refuge, they gain some of the most secure, long-lasting protections that river lands can have. Once protected, these river stretches are free to function as they always have—as pathways between mountains and sea, as sources of clean, cold water, as a habitat for fish and wildlife, and as places for all to explore.

ABOUT THE OPPORTUNITY

WRC seeks an experienced Director of Development – a senior leader who will build on the organization's strong conservation record and deepen its philanthropic capacity. Reporting to the President of Western Rivers Conservancy, the Director of Development is a new position that will manage a team of four and be part of WRC's leadership team. The Director of Development will partner with the President and board members to build new relationships for WRC as well as deepen relationships with donors. The Director will provide strategic leadership to WRC's small, high-performing development team, leading and coaching them to achieve

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fundraising goals with clear key performance indicators and benchmarks to increase support of WRC's mission. WRC embodies an informal, focused culture of "work hard, play hard" which translates into significant achievements working with different stakeholders in the western United States to save rivers and their surrounding lands for recreation, conservation and cultural preservation.

There is a strong preference for the Director of Development to be based in Portland, Oregon.

Key Responsibilities

- ***Leadership***

- Provide leadership, management, professional development and mentoring to the development team.
- Lead the development team in the creation and implementation of comprehensive fundraising strategies across individual, foundation and corporate giving. Build best practices in collaborative major donor prospect management including shared information, multi-staff strategies and a robust portfolio moves management system to strengthen the team and maximize fundraising results.
- Partner with the President and the Board Development Committee to create a culture of philanthropy across the entire organization at all levels.
- Collaborate with the Director of Marketing & Communications to develop communications messaging and materials.

- ***Fundraising***

- Play a leading role in fundraising and ensure WRC's ability to cultivate and solicit annual fund and major donors, foundations, and corporations to significantly increase contributions.
- Direct the work of the development team and the implementation of fundraising programs to maximize giving through donor cultivation, solicitation and stewardship.
- Manage an active portfolio of high-level major donors and prospects by creating and implementing personalized cultivation and stewardship plans and gift requests for each donor within portfolio; assign other donors as appropriate to development staff and volunteers.
- Work closely with WRC's President to strategically use his time to cultivate major donors and increase giving.

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- Develop and analyze reports on donor interactions to make strategic decisions to maximize giving opportunities.
- Prepare and present information and progress to WRC's President and board. Serve as lead staff person on the Board Development Committee.
- Serve as lead staff person in potential future capital campaign to grow the River Protection Fund, including initiating a feasibility study, planning and implementing a successful campaign.

Professional Experience/Qualifications

Experience:

- Seven or more years of substantial and progressively responsible professional experience, including demonstrated experience in supervising professional staff.
- Demonstrated experience overseeing projects or campaigns through to success, including conducting feasibility studies, meeting financial goals and coordinating the work of staff and partners.
- Demonstrated success in fundraising; experience with individuals, foundations, and corporations; track record of soliciting and closing six-figure gifts with experience in seven-figure gifts a plus.
- Experience leading the planning and execution of friendraising and fundraising events.
- Experience leading a development team to achieve goals using Key Performance Indicators and other clear metrics.
- Experience developing and growing a planned giving program is a plus.

Skills:

- Exceptional leadership skills, with a collaborative spirit and strong management skills; demonstrated ability to inspire and motivate staff, board, donors, and potential partners a must.
- Strong strategic thinking and implementation skills; ability to grasp the opportunities and challenges of the organization and the role.
- Outstanding communicator; excellent speaking, writing and interpersonal skills.

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- Experience understanding a donor database (Salesforce preferred) and high comfort level analyzing and applying data to hone strategies and achieve goals.

Personal Characteristics:

- Genuine passion for WRC's conservation mission.

Education:

- Bachelor's degree or equivalent experience required.
- Certified Fund Raising Executive (CFRE) credential a plus.

COMPENSATION

The starting salary range is \$135,000 to \$155,000. WRC offers excellent benefits including a 10% contribution for retirement.

TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of Western Rivers Conservancy. Interested candidates should apply via email by sending a resume and a letter outlining qualifications as PDF or Word documents to Chelsea Burr at CBurr@BrakeleySearch.com with "WRC" in the subject line.

Inquiries may be made, in confidence, to Search Consultant Scott Staub at SStaub@BrakeleySearch.com.

EOE STATEMENT

Western Rivers Conservancy is an Equal Opportunity Employer. We are committed to creating an organization that reflects the diversity of the communities we serve and is actively inclusive of the rich and varied perspectives that diversity brings.

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