



**CONSERVATION
INTERNATIONAL**



Senior Director of Development Northeastern United States and Remote

POSITION OVERVIEW

WE PROTECT NATURE



OVERVIEW

Conservation International protects nature for the benefit of humanity. Through science, policy, fieldwork, and finance, we spotlight and secure the most important places in nature for the climate, biodiversity, and for people. With offices in 30 countries and projects in more than 100 countries, Conservation International partners with governments, companies, civil society, Indigenous peoples, and local communities to help people and nature thrive together.

How Conservation International Works:

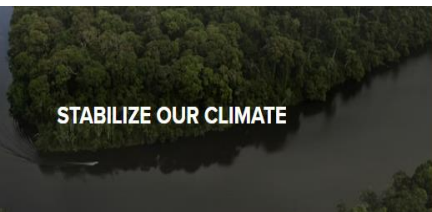
Since 1987, Conservation International has combined fieldwork with **innovations in science, policy, and finance** to secure the critical benefits that nature provides to humanity.

Mission:

Building upon a strong foundation of science, partnership, and field demonstration, Conservation International empowers societies to responsibly and sustainably care for nature, our global biodiversity, for the well-being of humanity.

Vision:

We imagine a healthy, prosperous world in which societies are forever committed to caring for and valuing nature, for the long-term benefit of people and all life on Earth.



STABILIZE OUR CLIMATE



DOUBLE OCEAN PROTECTION



EXPAND NATURE-POSITIVE ECONOMIES



THE OPPORTUNITY

Conservation International is seeking a **Senior Director of Development** to play a pivotal role in advancing its unique mission and vision with a particular emphasis on the Northeastern United States (ideally Boston, New York, and New Jersey).

The Senior Director of Development is responsible for identifying, cultivating, soliciting, and stewarding new prospects and individual donors with Major Giving potential (\$100,000+ annually). They are responsible for achieving specific multi-figure short-term and long-term fundraising goals and growing the portfolio to meet yearly and multi-year revenue targets.

This position will be based in a major metropolitan region or wealth center in the Northeastern United States (Boston, New York, New Jersey) and will hold a portfolio appropriate to the location, and will also include several global donors. There will be opportunities for global travel for this role.

The Senior Director of Development works closely with Development leadership staff, Program leads, and organizational leadership throughout Conservation International to collaborate on fundraising opportunities and strategies. They represent CI externally and continually build strong relationships with prospects. They develop and execute cultivation strategies for prospective high-net-worth donors. Strategies include direct solicitation and cultivation meetings that will lead to large gifts to support operating and restricted program needs. They prepare detailed progress reports of all fundraising activities. This position works closely with the Donor Experience and Communications team and fellow Development staff to plan and execute several strategic events, including pre- and post-event donor solicitation that is appropriate for the regions in which they are fundraising. There will be frequent opportunities to interact with board/leadership council members and senior leaders within the organization.

Conservation International purposely and intentionally seeks to promote employees from within and this role will have upward mobility for the ideal candidate who meets and exceeds goals.

Duties are performed under limited or “as needed” supervision.



THE OPPORTUNITY

Revenue Generation

- ❖ Raise at least \$1,500,000 in the initial 18 months and grow the portfolio to \$2-3 million annually in the first three years. A current portfolio exists but the successful candidate will be unafraid to seek out new potential donors and grow those relationships.
- ❖ Build and manage a portfolio of up to 125 major gift donors (a mix of current donors and prospects) to contribute to overall organization fundraising. Objective: complete at least 15 gift solicitations of at least \$50,000 in the first 18 months.
- ❖ Maintain up-to-date revenue projections toward annual revenue goals in collaboration with Development Leadership.

Portfolio Management

- ❖ Develop and implement a comprehensive strategy for donors and prospects to raise awareness of CI's mission and broaden CI's funding base, increasing portfolio productivity to meet annual and multi-year revenue goals.
- ❖ Engage donors through in-person or virtual visits (at least 100 per year), collaborate with CI program staff, mailings, emails, etc., to advance solicitation efforts.
- ❖ Organize small cultivation and revenue-generating events in collaboration with the Donor Experience and Communications team on event design and Individual Giving leadership on fundraising strategy to support existing and new donor engagement and flexible funding goals.
- ❖ Steward existing donors via written reports and in-person briefings as appropriate.
- ❖ Maintain up-to-date records of moves management activity in Raiser's Edge and provide monthly and ad-hoc progress reports to Development Leadership.
- ❖ Utilize internal and external research to identify high-net-worth individuals new to CI.

Relationship Development

- ❖ Work closely with senior development staff to identify and cultivate new donors.
- ❖ Partner with CI field and program staff to foster deeper relationships with donors.
- ❖ Work with partner organizations in local communities as part of donor relationship building, as needed.



THE CANDIDATE

The **Senior Director of Development** will have a broad development background, with deep personal experience in cultivating, soliciting, and stewarding major donors and a comfort with data management systems. The ideal candidate is envisioned as a dedicated team-builder, coach, and networker within the community committed to diversity and inclusion.

Most importantly, the successful candidate will be a closer who thrives not only in engaging with donors but also in closing gifts. CI seeks a team player who is unafraid to make the ask but does so appropriately, authentically, and without assistance from senior leadership.

Required

- ❖ Seven to ten or more years of related work experience directly soliciting major gifts.
- ❖ Demonstrated track record of successfully cultivating and securing significant gifts from assigned prospects.
- ❖ Experience working with volunteer leadership in identifying and cultivating major gift prospects.
- ❖ Self-starter, can work independently, and has impeccable professional integrity. A team player with a competitive nature.
- ❖ Ability to effectively establish and maintain cooperative working relationships within a diverse multicultural environment.
- ❖ Deep interest in the environment and is highly motivated, committed to teamwork and individual achievement, professional in demeanor, flexible, organized, and forward-thinking.
- ❖ Professionalism, knowledge of protocol, and discretion.
- ❖ Exceptional writing and verbal communication skills.
- ❖ Ability to manage multiple priorities simultaneously in a dynamic environment.
- ❖ Proficient in fundraising software and systems.
- ❖ Bachelor's degree or equivalent combination of education and experience.
- ❖ Strong written and oral communication skills.

Preferred

- ❖ Experience maintaining working relationships within a diverse multicultural environment.
- ❖ Experience working with a global nonprofit.

CONSERVATION INTERNATIONAL



To learn more and to submit an application, please visit:
<https://driwaterstonehc.com/position/senior-DoD-conservation-international/>

Compensation:

The salary range for the role is \$165,000-\$175,000

Location: Remote position. To effectively manage the portfolio of potential donors, this remote position will be based in a major urban area in the Northeastern, United States. Ideally Boston, New York, or New Jersey.

Working Conditions:

- ❖ 35% local and regional travel required. With the option for international travel occasionally.
- ❖ Ability to work irregular and extended work hours, including evenings and weekends.
- ❖ This position follows a hybrid work structure, working some days from the office and some remotely. If Conservation International does not have an office in the region where hired, the Senior Director of Development will work remotely full time.

Equal-opportunity Employer:

Conservation International is an equal opportunity, affirmative action, and Diversity, Equity, Inclusion, and Accessibility-committed employer. We are proud to have a diverse, global workforce where employment decisions are based on qualifications, experience, position requirements, business needs, market conditions, merit, and other legitimate nondiscriminatory factors.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.