



**Earth Rangers**  
Director of Development  
Remote (USA)

**DR*i* Waterstone**  
HUMAN CAPITAL

DRiWaterstone Human Capital  
1550 Wilson Blvd., Suite 700 PMB370  
Arlington, VA 22209  
703-294-6684  
[www.driwaterstonehc.com](http://www.driwaterstonehc.com)



## Our Mission

Earth Rangers is the kids' conservation organization, committed to instilling environmental knowledge, positivity, and the confidence to take action in children. We do this through a suite of free programming that children can participate in at school, at home, and in their communities. All of these programs are educational and engaging – but more importantly, they show children that it's not too late to help the planet and that the things we do today will matter tomorrow.

Founded in Ontario in 2004, we have grown to have over 50,000 active members and 300,000 alumni across Canada. Having established a 501c3 in 2022, we now have members in all 50 states and have now begun to focus our growth in the Great Lakes Region.

[www.earthrangers.com](http://www.earthrangers.com)

## Our Impact

The #1 environmental concern for kids is protecting animals from extinction. At Earth Rangers, we empower children to do just that.

Earth Rangers programming has a positive impact on kids, resulting not only in more environmental knowledge and action, but increased confidence and optimism.



**2,151,904**

Students reached through our School Assembly Program



**335,605**

Members & alumni taking action to save animals and the planet



**\$3,644,517**

Raised by members for the conservation of over 50 species



## The Opportunity

The **Director of Development** will be critical in driving Earth Rangers' expansion into the U.S., spearheading fundraising efforts to support our mission of empowering youth to protect animals and the environment. As the organization transitions from its Canadian roots to a U.S. presence, this is a unique opportunity for an entrepreneurial, results-oriented leader to develop and execute a comprehensive fundraising strategy. Reporting to the President of the Organization, the Director will focus on securing significant financial commitments from corporate sponsors, foundations, and individual donors, initially concentrating on the Great Lakes Region. This role is ideal for a dynamic self-starter who thrives in a fast-paced, growth-oriented environment.

As the sole U.S.-based fundraising leader, the Director of Development will be able to shape and implement a strategic plan to build lasting partnerships and drive significant revenue growth. They will work closely with the experienced development team in Canada, receiving administrative and pitching support from Toronto, while proactively cultivating relationships with corporate partners and philanthropic supporters in the U.S. We're seeking someone who can think strategically about long-term opportunities while delivering immediate results, building a robust pipeline, and successfully managing existing donor relationships.

This is an exciting role for a visionary fundraiser who is passionate about conservation and environmental education. The Director will have the chance to make a tangible impact on Earth Rangers' growth and its mission by establishing a strong U.S. presence and helping expand our programs for American children. This position offers significant career growth potential as Earth Rangers continues to scale, with the support and resources of a mission-driven, results-oriented organization.





## Key Responsibilities

- **Develop and Execute Fundraising Strategy:** Implement a fundraising strategy that prioritizes corporate partnerships, followed by foundation grants and individual giving.
- **Pipeline Development:** Manage existing accounts, build a pipeline of corporate, foundation, and individual donors, and engage in proactive outreach to secure funding. Establish clear revenue expectations and ensure consistent stakeholder communication to foster lasting relationships and increase funding opportunities.
- **Corporate Sponsorships:** Lead efforts to secure corporate sponsorships with a primary focus on expanding into the Great Lakes region. Leverage Canada's proven corporate fundraising model, adapting its strategies to align with market-specific characteristics and opportunities within the U.S.
- **Foundation Relations:** Identify potential foundation partners, write grant proposals, and manage reporting to ensure Earth Rangers meets foundation expectations and secure new grants.
- **Individual Donor Engagement:** Develop strategies to attract and cultivate individual donors, ensuring that Earth Rangers' environmental mission resonates with U.S.-based supporters.
- **Team Collaboration & Support:** Work closely with the development team in Toronto for administrative and pitching support and US board members. Serve as the lead for all development activities, with the potential to build a U.S.-based team.
- **Reporting & Analytics:** Report progress toward fundraising goals, monitor donor management systems, and optimize revenue growth strategies regularly.





## The Candidate

### Qualifications:

- **Fundraising Expertise:** At least 7-10 years of experience in nonprofit fundraising, focusing on corporate partnerships and demonstrated success in securing six-figure gifts.
- **Environmental Passion:** Strong commitment to Earth Rangers' mission of engaging youth in conservation, with a passion for environmental and wildlife protection.
- **Corporate Partnership Success:** Proven experience in building corporate relationships and securing sponsorships, particularly in a nonprofit or conservation setting.
- **Leadership and Autonomy:** Can work independently as the U.S. lead while collaborating with cross-border teams to drive fundraising success.
- **Strategic Thinking & Execution:** Ability to set and meet ambitious revenue targets, manage a growing pipeline of corporate, foundation, and individual donors, and align efforts with organizational goals.
- **Communication Skills:** Strong written and verbal communication skills, with experience writing grant proposals, donor pitches, and reports.
- **Tech-Savvy:** Proficiency with CRM systems (e.g., Raiser's Edge, Salesforce) for managing donor relationships and tracking progress.

### Preferred Experience:

- Experience fundraising in both the U.S. and Canadian nonprofit sectors.
- Familiarity with environmental or conservation-focused organizations.
- Experience working in a start-up or expansion environment, building strategies and structures from the ground up.

### Year One Objectives Include:

- In the first six months, manage existing accounts, begin pipeline building, and initiate outreach.
- By the end of Year 1, successfully renew existing accounts, secure 3-5 new partnerships, and expand the pipeline of potential donors.
- By Year 3, raise a minimum of \$500K annually from diverse sources.

### Travel Requirements:

This role requires approximately 10-20% travel to meet donors, attend events, and build partnerships across the U.S. and Canada.



Applications can be submitted at:

<https://driwaterstonehc.com/position/director-of-development-earth-rangers>

**Compensation:**

\$125k-\$150k salary per year

**Location:**

This position is fully remote with preference for a candidate within the Great Lakes Region (e.g., New York, PA, MI, WI, MN, OH) and will require periodic travel throughout the United States.

**EQUAL OPPORTUNITY EMPLOYER**

Earth Rangers is dedicated to fostering a diverse work environment. They provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

**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 mission and purpose-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

DRiWaterstone is managing the search on behalf of Earth Rangers. All first-round interviews for this position will be via video conference with DRiWaterstone.