



Director of Development

Wild Rivers Conservancy of the St. Croix and Namekagon is recruiting for a Director of Development. The Conservancy is the official nonprofit partner of the St. Croix National Scenic Riverway. Our mission is to inspire stewardship to forever ensure the rare ecological integrity of the St. Croix and Namekagon Riverway. Founded in 1911 as the St. Croix River Association, we work throughout the St. Croix watershed to protect and connect people to this national park that flows through its heart. Join our passionate and collaborative team with a spirit of respect, hard work, and thoughtful urgency.

Position Summary

The **Director of Development** will provide strategic leadership and vision to advance the Conservancy's development functions and drive growth to support our mission. Reporting to the Executive Director, this role supervises the Development and Communications team while collaborating across the organization.

The Director of Development will lead a comprehensive fundraising strategy that encompasses annual appeals, mid-level and major donor cultivation, corporate giving, and fundraising events. This position will also focus on building and maintaining relationships with individual donors, family and community foundations, and corporate partners across the Conservancy's 7,800-square-mile watershed.

In partnership with the Executive Director, Board of Directors, and Development Committee, the Director of Development will expand the Conservancy's resource base, ensuring long-term sustainability and mission success.

Core Functions

Strategic Development Planning

- Develop and execute a comprehensive development strategy, including the annual fund, corporate giving programs, the Forever Wild annual fundraiser, and targeted micro-events.
- Collaborate with the Executive Director and Development Committee to create a transformative three-year plan for development growth.

Major Gifts Leadership

- Cultivate, solicit, and steward relationships with major donors as a key member of the major gifts team.
- Work with leadership to expand the major gifts portfolio and deepen donor engagement.

Foundation and Corporate Partnerships

- Manage and grow relationships with foundations and corporate partners to increase funding opportunities.
- Identify and align potential partnerships with the Conservancy's mission and initiatives.

Donor Engagement and Stewardship

- Oversee donor-focused events, including those designed to inspire and expand the donor base.
- Lead the planning and execution of annual fund initiatives and stewardship activities to enhance donor retention and satisfaction.

Performance-Driven Development Culture

- Foster a results-oriented culture, emphasizing metrics and the value of long-term donor relationships.
- Monitor and report on key performance indicators to inform and improve development efforts.
- Identify and evaluate new revenue opportunities, including retail sales and other entrepreneurial ventures, to diversify funding sources.

Team Supervision and Collaboration

- Supervise and mentor the Development & Communications team to align efforts with organizational goals.
- Work across departments to integrate fundraising into broader strategies and initiatives.

Qualifications

- **Education:** Bachelor's degree in nonprofit management, business administration, or a related field.
- **Experience:** Minimum of 5 years of experience in nonprofit fundraising, with a proven track record of success in major gifts, corporate and foundation giving, and special events.
- **Exceptional Communication Skills:** Strong written and verbal communication abilities, including crafting compelling donor communications, grant proposals, and marketing materials.
- **Leadership and Team Management:** Proven experience leading and mentoring staff, fostering a collaborative and high-performing team environment.

- **Relationship-Building:** Excellent interpersonal skills, with the ability to listen effectively, connect with diverse stakeholders, and represent the Conservancy's mission with passion and professionalism.
- **Technical Proficiency:** Experience with development software and donor databases, with a focus on optimizing tools for donor engagement and data management.
- **Organizational Skills:** Capacity to manage multiple priorities, meet deadlines, and maintain attention to detail in a dynamic environment.
- **Flexibility for Travel:** Willingness to travel throughout Minnesota and Wisconsin, with occasional national travel as needed.
- **Passion for Conservation:** Deep commitment to preserving the ecological integrity of the St. Croix and Namekagon Riverway, as well as a genuine enthusiasm for the Conservancy's mission and programs.

Our ideal candidate is a driven leader and team-builder with a passion for the outdoors and conservation. They bring a proven track record of success and innovation in fundraising, combining collaboration with decisive leadership. Skilled at building strong relationships across diverse stakeholders, they are an effective advocate for the Conservancy's mission and vision.

To apply for this position, please email your cover letter, resume, and three references to careers@wildriversconservancy.org

Compensation & Benefits

- \$80,000 - \$90,000 annual salary
- Health insurance, 100% employer premium paid for employee (family optional)
- Health Savings Account (optional)
- Simple IRA with up to 3% employee match
- Paid time off, sick time, and holiday pay
- Ongoing professional development and training
- Flexible schedule that supports some remote work

This position is based at our office in the picturesque river town of Osceola, Wisconsin.

How to Apply

To apply, please send a cover letter, resume, and references to careers@wildriversconservancy.org. Applications are due by Tuesday, December 17th, or until the position is filled.

Wild Rivers Conservancy is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.