

JOB TITLE**Director of Development****POSITION SUMMARY**

The Director of Development will lead philanthropic strategy and execution across all giving programs, driving year-over-year revenue growth through integrated fundraising excellence. This senior role combines hands-on major gift solicitation with strategic team development, overseeing a staff of 8 to 10 while personally managing a high-impact donor portfolio.

Reporting to and in partnership with the Chief of External Affairs, the Director will co-lead the Conservancy's first comprehensive capital campaign, launched in November 2023 to support mission-critical initiatives in conservation, education, and recreation. The Director will foster a culture of philanthropy and empower a highly collaborative team to fulfill clear, ambitious, and achievable goals.

LOCATION

Hybrid role based in our Long Beach office a minimum of two days a week. Travel to other locations and outside meetings and events as required.

KEY RESPONSIBILITIES**Strategic Leadership**

- Serve as the organization's lead development officer, overseeing donor identification, cultivation, solicitation, and stewardship
- Design and execute integrated annual and multi-year fundraising strategies aligned with operational, programmatic, and capital priorities
- Personally cultivate, solicit, and close transformational major gifts
- Co-lead the Conservancy's first comprehensive capital campaign
- Build authentic, long-term donor partnerships across diverse constituencies
- Expand the donor pool and strengthen fundraising performance using data analytics and compelling cases for support
- Identify and refine financial needs and giving priorities in collaboration with senior colleagues
- Support fundraising efforts aligned with conservation, education, and recreation priorities
- Partner with the Chief of External Affairs and senior administrators to engage the Board of Directors and leverage their networks



- Prepare transparent reports and analyses for internal and external stakeholders
- Collaborate with senior leadership and board members to align fundraising with strategic goals
- Model transparency and collaboration to foster an organization-wide culture of philanthropy

Team Management

- Lead, mentor, and manage a high-performing development team
- Recruit, hire, train, coach, and evaluate staff, ensuring ongoing professional development
- Set and monitor annual goals and performance metrics at individual, team, and organizational levels
- Guide staff in managing donor portfolios and aligning donor interests with volunteer leadership opportunities, committees, and engagement activities

QUALIFICATIONS

Skills & Abilities

- Proven success in nonprofit fundraising and campaign leadership
- Expertise in major gifts, annual fund, planned giving, grants, and donor stewardship
- Exceptional interpersonal, verbal, and written communication skills
- Strategic and operational leadership experience, including budget management
- Proven ability to build and sustain impactful relationships across diverse constituencies
- Commitment to diversity, equity, and inclusion in development practices
- Familiarity with West Coast philanthropic networks and trends
- Proficiency in donor management systems and fundraising software, with experience in platforms such as Blackbaud REXXT, OneCause, and Instrumentl.
- Integrity, professionalism, and mature judgment in handling sensitive information
- Passion for the Conservancy's mission and ability to inspire others

Education/Experience

- Bachelor's degree or equivalent combination of education and experience
- Minimum 10 years of nonprofit fundraising experience
- At least 5-7 years' experience in team management and campaign development
- Experience across individual giving, institutional giving, major gifts, annual fund, membership, planned giving, prospect research, stewardship, special events, and development operations



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COMPENSATION & BENEFITS

Estimated Starting Salary Range:

\$160,000 - \$180,000 annually, based on skills and experience.

We're proud to support the health and wellbeing of the people we employ. Our comprehensive benefits package includes a 403(b) retirement savings plan with a 3% employer contribution and a 5% match — fully vested after two years — as well as access to healthcare coverage, flexible spending accounts, paid time off, life and disability insurance, an employee assistance program, and professional development opportunities.

HOW TO APPLY

Please send a resume and cover letter to jobs@catalinaconservancy.org, listing the job title in the subject line.

EQUAL OPPORTUNITY COMMITMENT

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

OUR STORY

The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.

The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy. Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.

The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides



Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy “Wildlands Ecosystems” but also inspires the nearly 1.2 million visitors to other parts of the Island. Recreation, educational engagement, service opportunities, and partnerships connect the Island’s unique resources to people’s lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.