



Director of Development

Full-Time, Salaried - Steamboat Springs, CO

About YVSC

Yampa Valley Sustainability Council (YVSC) is a 501(c)(3) nonprofit organization located in Steamboat Springs, CO (Routt County) (www.yvsc.org). Established in 2009, YVSC is guided by the mission, “to serve as a leader, resource and catalyst for building a sustainable and resilient Yampa Valley region.” Recognizing the urgent need to address climate change, YVSC is focused on leading, supporting and catalyzing regional climate mitigation and adaptation actions that put Northwest Colorado on track to a lower-carbon and more resilient future. YVSC works to reduce greenhouse gas emissions and build resilience to current and projected changes through each of our Priority Areas, which include: Energy, Transportation, Resilient Land and Water, Waste/Circular Economy and Community Engagement.

Position Description

YVSC’s Director of Development will play a pivotal role in advancing YVSC’s mission and strategic growth ahead by developing, leading and overseeing the organization’s overall development function, focusing in particular on developing and implementing (i) an overall development plan for the organization; (ii) a strategic plan for major gifts fundraising; and (iii) key fundraising strategies (e.g. capital campaigns, planned giving, etc.) needed to achieve overall development goals. The Director of Development will work closely with the Executive Director to ensure that fundraising efforts and related relationship-building initiatives are deeply connected to the organization’s next phase of impact.

The Opportunity

YVSC is growing, and the Director of Development will be our first senior head of development. This is an opportunity for a leader to shape and build the development function of YVSC, ultimately enabling YVSC to both deliver on our medium-term strategic plan and expand our ambition. As part of a growing organization, this leader will straddle both the strategic leadership necessary to establish a function as well as the delivery of some of the tactical programming and work.

Specifically, this leader will:

- Develop an overall development plan for the organization.
- Develop and implement a strategic plan for major gifts fundraising in direct coordination with the organization’s strategic plan.
- Help donors accomplish their philanthropic goals and ambitions through a deepening relationship with YVSC.
- With staff and board, create and oversee the execution of cultivation and stewardship events that provide opportunities for donors to connect with the organization’s leadership and programs.
- Manage one full-time development employee to start.
- Manage a portfolio of up to 40 major donors, ensuring personalized attention and effective communication to nurture long-term relationships.
- Develop tailored solicitation strategies for each major donor, considering their philanthropic interests and capacity.

- Collaborate with the executive leadership team, board members and other key stakeholders to align major gifts and related thought partnerships with overall organizational goals.
- Cultivate strong relationships with all of YVSC's program staff in order to convey program teams' focus and achievements in a compelling way to donors. The ability to tell stories that exemplify the importance of YVSC's work is important for this role.
- Provide regular updates on major gifts activities, progress and achievements to internal and external stakeholders.
- Cultivate and steward a portfolio of prospects and new donors; identify, qualify, cultivate, solicit and steward donors.
- Assist in writing gift proposals and make explicit invitations to acts of philanthropy.
- Track and record donor activity and touchpoints within YVSC's Salesforce database and, if needed, develop systems that improve the efficiency and efficacy of Salesforce's utility to YVSC fundraising efforts.
- Participate actively in YVSC staff meetings, strategic planning initiatives and key events.
- Report and communicate performance metrics relevant to portfolio revenue, actions, retention, etc.
- Other duties as assigned.

Desired Qualifications

- Bachelor's degree and a minimum of 8 years of nonprofit/fundraising experience in organizations, ideally those with annual budgets over \$2M.
- Minimum of one year of management experience, or related senior level experience.
- Demonstrated success developing and leading simultaneous fundraising campaigns in the areas of capital campaigns, major gifts and planned giving.
- Experience contributing to the goal setting and planning of major gifts strategies and asking for and closing major gifts of \$20,000 or more.
- Excellent interpersonal and communication skills, with demonstrated ability building authentic, long-term donor relationships and helping donors, both individual and institutional, achieve their philanthropy goals through deepened relationships with an impactful nonprofit organization.
- Experience supporting program staff to develop performance metrics.
- Demonstrated strategic thinking, planning and execution skills in the context of fundraising.
- Experience working in a mission-driven, dynamic and fast-paced nonprofit environment.
- Experience building and maintaining long-term relationships with fundraising constituents such as major donors, foundations and corporations.
- Excellent oral and written communication skills, with experience developing presentations, conversations, and documents.
- Ability to organize, track and analyze donor data with donor management software, i.e. Salesforce, with demonstrated ability to track donor engagement and related outcomes
- Ability to working in a team environment.
- Ability to problem-solve, multi-task, complete work on time and independently.
- Must have a deep passion for the YVSC mission (climate mitigation and adaptation work) and a strong command of YVSC's program goals, outcomes, outputs, and activities.

Salary and Benefits

The salary range for this FT Director of Development position is \$80,039 - \$86,650 to start, commensurate with education and experience. Yampa Valley Sustainability Council offers a competitive benefits package, including full medical, dental, long-term disability, life insurance coverage and retirement savings contributions, as well as paid time off, paid holidays, holiday bonuses and professional development funding. YVSC offers a flexible work schedule, as this position may require attendance at evening and weekend events, but the position will be based at the YVSC office in Steamboat Springs. This is not a hybrid/remote position.

How to Apply

To apply, submit cover letter, CV/resume and list of three professional references to info@yvsc.org by **11:59 p.m. Mountain Time on March 15, 2024**. We encourage interested applicants not to wait to apply as we're eager to begin conversations!

YVSC is an Equal Opportunity Employer. YVSC encourages applications from individuals from any race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, without regard of results of genetic testing or service in the military. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

YVSC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to info@yvsc.org with Request for Accommodation in the subject line.