



DIRECTOR OF DEVELOPMENT
THE NATURE CONSERVANCY, ARIZONA CHAPTER
Flexible – Arizona, Phoenix Preferred



The Aspen Leadership Group is proud to partner with The Arizona Chapter of The Nature Conservancy, in the search for a Director of Development.

The Director of Development will direct all aspects of The Arizona Chapter of The Nature Conservancy's development program – overseeing, planning, and implementing a comprehensive development program that secures the significant financial resources from foundations, corporations, or individuals within the state and country needed to support ambitious conservation goals in Arizona and around the world. The Director of Development will focus on and manage all major gifts functions, which may include planned giving, principal gifts, donor prospecting and research, and special multi-year fundraising campaigns including a capital campaign. The Director of Development will work with senior staff to establish fundraising goals and be accountable for these goals. In addition, the Director of Development will hire, manage, and establish fundraising goals for Associate Directors of Development and other operating unit fundraising staff, motivating and coordinating the efforts of a multi-disciplinary team and volunteers in fundraising, including donor cultivation and solicitation. The Director of Development will develop and implement a Development program strategy consistent with the Chapter's strategic plan and will develop and implement programmatic work plans consistent with philanthropy best practices and TNC's "Philanthropy by Design" framework.

Founded in the U.S. through grassroots action in 1951, The Nature Conservancy has grown to become one of the most effective and wide-reaching environmental organizations in the world. Guided by science, it creates innovative, on-the-ground solutions to the world's toughest challenges so that nature and people can thrive together. It is tackling climate change, conserving lands, waters, and oceans at an unprecedented scale, providing food and water sustainably and helping make cities more sustainable. Working in 76 countries and territories: 37 by direct conservation impact and 39 through partners, it uses a collaborative approach that engages local communities, governments, the private sector, and other partners.

TNC has worked in Arizona since 1966. In the early years, its strategy was to buy land to protect and restore its natural values. Today, it knows it cannot buy all the land and water that need to be protected or restored. The issues – climate change, population growth, water security – are much more complex. Land and water acquisitions remain a key strategy, but these issues require partnerships and a much larger toolbox to achieve conservation at a broad scale. The work it does locally helps inform its work abroad, and the work it does around the globe offers insights and support for its work in Arizona.

TNC carries out its work with a deep commitment to accountability and transparency. As a leading global charity, it holds itself accountable to its members, the public, and all who have a stake in the preservation of the world's natural resources. It strives to make use of every dollar donated to The Nature Conservancy with careful attention to effectiveness and efficiency. In 2020, 86 percent of its funding went directly to support its science-driven conservation work. *Charity Navigator* and the *Better Business Bureau* applaud program efficiencies above 66 percent.

REPORTING RELATIONSHIPS

The Director of Development will report to the State Director, Arizona Chapter, Daniel Stellar, and serve as a member of the Chapter's Executive Leadership Team. The Director of Development will oversee a team of approximately eight.

FROM THE STATE DIRECTOR

This is an incredibly exciting time to join The Nature Conservancy in Arizona as our Director of Development. As you likely know, TNC is the world's largest conservation organization. The organization was formed in the 1950's and began when leading scientists, committed citizens, and dedicated leaders came together with a shared vision to protect and care for nature. Today, as we take on the most complex environmental challenges of our lives, our diverse staff, partners, and members impact conservation across more than 70 countries and territories. Last year, the organization developed our [2030 outcomes](#) – extremely ambitious goals that set out the contribution we believe TNC can make by the year 2030 to help solve the twin conservation challenges of our time – climate change and biodiversity loss. Every Chapter of TNC is asked to make our greatest possible contribution to these 2030 goals. We believe that the urgency is high – we have years, not decades, to make meaningful progress.

The Nature Conservancy in Arizona is very well-positioned to make an outstanding contribution to TNC's 2030 goals. The Arizona Chapter is over 55 years old and has a proud history of meaningful and highly impactful conservation work across the State. I became Arizona State Director a year ago (after having served as Deputy Director for five years) and I am relentlessly focused on impact and scaling up our work and doing so in a way that keeps equity at the center of everything we do. With the full support of our board, we are currently developing a new and ambitious strategic plan. Many of the pieces are in place to significantly scale up our work – an experienced and talented staff, committed leadership, a healthy balance sheet, and an inspired, and inspiring, board of trustees. We have made significant investments in diversity, equity, and inclusion and will continue doing so. I believe DEI is not something different from our conservation work – rather it is our work. For the Director of Development, this is an opportunity to come into an already strong organization and help lead it to having even greater impact.

The Director of Development is a critical position. The position serves on our Chapter leadership team and is a close adviser to me. Supporting our development program is one of my highest priorities as State Director and I am looking for a philanthropy leader who will be a partner in taking our fundraising to new heights. This is a remarkable opportunity for a proven fundraising leader who brings a strategic orientation and a proven commitment to DEI and to applying philanthropy best practices. With the introduction of a new Director of Development, we will make a real difference to conservation for people and nature, across the state and beyond. I hope you will consider applying.

–Daniel Stellar, State Director, Arizona Chapter

THE NATURE CONSERVANCY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

The Nature Conservancy values dignity and respect for all. It believes that conservation is best advanced when diverse teams, partners, and local communities are working together to better understand and protect the planet. TNC is committed to recruiting and developing staff that create a diverse, inclusive, and equitable organization that reflects its global character and leverages its differences to be more effective in achieving its mission; respects and learns from a variety of experiences and ways of thinking;

creates a day to day workplace climate that welcomes and encourages each individual, valuing the contributions of all; and strengthens the diversity of the workforce, trustees, and board.

TNC's Global Diversity, Equity, and Inclusion (GDEI) team is dedicated to an inclusive workplace where staff, volunteers, and external partners represent, appreciate, and uplift the communities TNC serves and intends to serve. To develop its staff's cultural competencies and build on its DEI foundation across the globe, the GDEI team is currently working on measuring DEI across TNC, building up its team, investing in trainings and educational opportunities, and strengthening its GDEI vision.

PRIMARY RESPONSIBILITIES

The Director of Development will

- oversee all aspects of the Chapter's fundraising program, including accountability for the Chapter's annual fundraising goal;
- develop and implement fundraising objectives, evaluate results, and develop corrective strategies as needed;
- develop relationships with key philanthropic and business leaders; develop and nurture institutional partnerships; integrate and help lead a major capital campaign; and lead board development;
- oversee professional fundraising staff, including recruitment, retention, professional development, setting clear expectations and “stretch” objectives, and performance management;
- meet strategic team goals and objectives, including overall qualifications, moves, solicitations, and collective goals in major gift fundraising each year;
- in close collaboration with the State Director, lead strategic initiatives involving senior-level stakeholders and make decisions that may have program-wide impact;
- directly manage a portfolio of high net worth prospects including substantive annual contacts;
- set and meet personal and team fundraising targets, reliably projecting and evaluating results and developing corrective strategies as needed;
- plan and lead new programs or initiatives that will ensure departmental goals are achieved including the implementation of a focused fundraising campaign, including staffing and workstream development;
- persuasively convey the mission of The Nature Conservancy to diverse funders important to the organization's overall prosperity;
- develop complex, high profile or sensitive gift agreements, including multi-year private grants, ensure ongoing donor communication and fulfillment of the Conservancy's programmatic commitments;
- understand and comply with all TNC gift-related policies and procedures and ensure ethical compliance, as defined by the Association for Fundraising Professionals; and
- develop and administer the departmental budget, evaluate results, and develop corrective strategies as needed.

CHAPTER LEADERSHIP

Daniel Stellar

State Director, Arizona Chapter

Dan Stellar is State Director for the Arizona Chapter of The Nature Conservancy. He previously served as Deputy State Director for Arizona since 2016, overseeing a team of approximately 44 conservation staff working across the state, and contributing to strategic planning.

Stellar has spent his career in the nonprofit conservation sector across North America, and globally. He previously served in positions with the Center for ReSource Conservation and The Earth Institute at Columbia University where he oversaw international water policy and conservation work. There, he spent time in India, Brazil, and Mali and greatly deepened his appreciation for the role the environment plays in people's lives and livelihoods. He holds a graduate degree in environmental policy from Columbia University, a certificate in Executive Leadership from Cornell, is a certified Project Management Professional (PMP), and has completed graduate-level coursework in fundraising management. His passion for conservation started in the mountains of northern New England as a child and was solidified when he lived in Alaska.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Nature Conservancy seeks a Director of Development with

- experience creating and executing integrated fund development programs at a senior level, with primary emphasis on major gifts from high net worth donors and high level volunteer cultivation;
- an ability to design and direct successful fundraising initiatives, including individualized cultivation, solicitation, and stewardship strategies;
- experience asking for and closing major gifts and building and maintaining long-term relationships with fundraising constituents such as major donors, foundations, and corporations;
- an ability to motivate, lead, set objectives, and manage performance of a multi-disciplinary team including an ability to foster an environment of creativity and professional growth;
- an ability to determine a funder's interests, capacity, and likelihood for helping the Conservancy meet its goals and tie those interests with the Conservancy's work;
- an effective understanding of the basics of charitable gift planning;
- experience managing and supervising a multi-disciplinary team;
- experience working in partnership with trustees and/or board members;
- superb communication and presentation skills as well as relationship-building and business cultivation expertise;
- an ability to work collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective;
- an ability to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback;
- experience setting challenging goals and objectives based on a strong sense of purpose and high-performance standards as well as a desire to steadfastly push oneself and others towards tangible results, while ensuring work-life balance;
- an ability to work across differences of identity and power respectfully and effectively with all stakeholders; and
- a desire to build and retain a diverse workforce and foster an equitable inclusive workplace by drawing upon diverse perspectives.

A bachelor's degree is required for this position as is at least six years of relevant experience.

SALARY AND BENEFITS

The Nature Conservancy offers a competitive salary and benefits package including flexible work schedules; comprehensive insurance; paid leave; retirement savings plan; training; and employee resource groups.

LOCATION

The preferred location for this position is Phoenix, Arizona. Alternate locations in Arizona may be considered.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of The Nature Conservancy as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Director of Development, The Nature Conservancy, Arizona Chapter.](#)

To nominate a candidate, please contact Gregory Leet, gregoryleet@aspenleadershipgroup.com or Ashley Buderus, ashleybuderus@aspenleadershipgroup.com.

All inquiries will be held in confidence.