

ASPEN LEADERSHIP GROUP

CHIEF DEVELOPMENT OFFICER
INTERNATIONAL GAME FISH ASSOCIATION
LOCATION—REMOTE OR DANIA BEACH, FL



Aspen Leadership Group is proud to partner with the International Game Fish Association in the search for a Chief Development Officer.

The Chief Development Officer will bring their expertise to the International Game Fish Association (IGFA) by developing and implementing a comprehensive fundraising strategy for increased donor giving. The Chief Development Officer will lead and oversee all IGFA fundraising initiatives, focusing on the research, cultivation, solicitation, and stewardship of individuals and institutions for principal gifts (\$1 million+) and major gifts (\$25,000+) in the form of cash, pledges and planned gifts. As a member of the IGFA senior leadership team, the Chief Development Officer will contribute to ongoing strategic planning for the organization overall, with a focus on giving. The Chief Development Officer ideally should have an inherent passion for angling and a desire to spread awareness and generate excitement for the IGFA's mission and vision within the angling community.

Established in 1939, the International Game Fish Association is a nonprofit organization committed to the conservation of game fish and the promotion of responsible, ethical angling practices, through science, education, rulemaking, record keeping, and recognition of outstanding accomplishments in the field of angling. All of this is in aid of a vision to establish the International Game Fish Association as the most widely recognized authority on game fish and angling-related matters in the world.

In August 2021, the International Game Fish Association received the prestigious United Nations Environment Programme (UNEP) accreditation allowing the organization to officially represent recreational anglers at the United Nations level globally. Never in history have the world's recreational anglers had a voice and representative observer status at the United Nations Environment Assembly (UNEA). Other ongoing conservation objectives of the IGFA includes work to ensure the future of billfish via the IGFA Great Marlin Race satellite tagging program in conjunction with Stanford University, as well as the newly established Billfish Research and Conservation Endowment which aims to protect billfish in perpetuity. The IGFA is also helping to improve forage fish research and management, which is vital to the health of game fish stocks. Using cutting edge science, the IGFA and UMASS-Amherst are partnering to understand the golden dorado population in South America to ensure sustainable fishing opportunities for future generations. A similar project working with the Instituto Politécnico Nacional-CICIMAR and Texas A&M University in Galveston is currently underway to determine the population structure of roosterfish in Central America. In addition, the IGFA works closely with its Scientific Affiliates, who are international leaders in the fields of fisheries and marine biology, to expand IGFA's relationship with the scientific and academic communities.

The IGFA's education programs are geared to teach the next generation of ethical anglers and environmental stewards. By using fishing as a "carrot" to instill the importance of healthy fisheries and aquatic habitats, children and families learn to respect aquatic resources while enjoying the outdoors and creating a crucial connection to nature and many lifelong memories. The Passports to Fishing programs are "clinics in a box" that are distributed worldwide to facilitate youth angling events; free, online fishing modules designed by the IGFA education team provide training on basic fishing techniques and the conservation of game fish; and fun, safe, and educational fishing camps are held regularly in South Florida. IGFA is also partnering with respected leaders in youth angling education whose curriculum and programs align with the vision and mission of the IGFA.

The IGFA is dedicated to the recognition of angling achievement to promote the sport of fishing and the practice of ethical angling. In the early days of the IGFA, maintaining world records served as the primary form of angler recognition. Since then, the IGFA has expanded its angler recognition programs to include the IGFA Fishing Hall of Fame; Tommy Gifford Award for captains and crew that have demonstrated leadership in their trade and earned the respect of their peers; and Annual Awards that recognize individuals for achievements and contributions to the sport of fishing. The IGFA also hosts a series of international fishing tournaments and is a strong supporter of other competitive angling events that are executed in a responsible manner, promote ethical angling practices, and adhere to the IGFA's International Angling Rules.

The IGFA's work relies on support from individuals through memberships, philanthropic gifts, corporate sponsorship, grants, and participation in various events to sustain its important conservation, education, and angler recognition efforts.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the IGFA President, Jason Schratwieser and will serve on the organization's senior leadership team. The Chief Development Officer will directly oversee the Development Director and a fundraising team of three managers including the Development Manager, Events Manager, and Membership Manager.

FROM THE PRESIDENT

I joined the International Game Fish Association in 2003 as its first Conservation Director. To say I was thrilled with the opportunity to work with this venerable conservation-driven recreational angling association would be a colossal understatement. Never in my wildest dreams did I think I would be able to meld my lifelong passion of fishing with my educational background in biology into such a rewarding career. Now, 20 years later, I am in my fourth year as President of this 84-year-old organization. And I am as excited, if not more so, about the future of the IGFA than the day I was hired. Why, may you ask? Because there has never been a better time to be part of the IGFA team.

Put simply, the IGFA is a winning team that is rapidly growing and has unbridled opportunities to grow even more. From our Chair to our most junior staff member, we function as a cohesive team to deliver on the IGFA's mission and vision. We do this through strategic planning replete with clear goals and associated timelines, while at the same time placing great emphasis on cultivating an engaging and positive work culture. The key to our success is our people and we do our absolute best to treat our team like family. This is evidenced by the fact that roughly half of the IGFA's staff have tenures of over 10 years.

If you're taking the time to read this, you've undoubtedly done your research on the IGFA. Yes, we are a recreational fishing organization at our core, but we are so much more than that in our totality. We're truly making a meaningful difference in so many facets related to recreational fishing and at an international scale. Our conservation work spans the gamut of promoting policies and passing laws that benefit both recreational anglers and the aquatic resources that our sport is dependent on to engaging in cutting edge research that increases our knowledge of the world's fishes. Our education efforts use fishing to teach the next generation of ethical anglers about the importance of healthy fisheries and habitats, which in turn also fosters the next generation of environmental stewards. And, at our foundation is the work that we do to acknowledge outstanding accomplishments in the field of angling. From our world records to our illustrious IGFA Fishing Hall of Fame, there are few accolades that can compare to those that come from the IGFA. There are many recreational fishing organizations around the world, but there is only one International Game Fish Association.

During this period of growth, the IGFA is seeking a Chief Development Officer to oversee its talented development team and help take the organization to the next level by significantly expanding our donor base. This position requires an intelligent, energetic individual with exceptional relationship building skills both within and outside of the organization. It also necessitates the value of teamwork, the ability to effectively harness the exceptional talent of the IGFA's staff and its Board of Trustees, and a firm understanding and passion for the IGFA's mission. Travel will be a big component of this job, but it is likely to find you on exquisite fishing boats in very beautiful locations interacting with some exceptionally interesting people.

It is estimated that there are roughly 300 million anglers worldwide and there is an entire industry that supports this sport. In the U.S. alone this represents an economic output of \$129 billion annually. Our case for investment is simple and strong: The IGFA exists because the world loves to fish and our various programs ensure that we both chronicle the history of this sport, but also ensure that it has a bright future. Our new Chief Development Officer will work alongside me and the entire IGFA team to help unlock the vast potential of this sport so that the IGFA can increase its conservation and education work to secure the future of recreational fishing. If you're interested in working with a talented and motivated team at an international organization that is making a real difference, I look forward to hearing from you.

— Jason Schratwieser, President

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- develop a comprehensive fundraising strategy, geared towards donor cultivation and solicitation, which meets the IGFA's fundraising needs and objectives;
- lead and oversee the IGFA's fundraising initiatives, focusing on the research, cultivation, solicitation, and stewardship of individuals and institutions for principal gifts (\$1 million+) and major gifts (\$25,000+) in the form of cash, pledges, and planned gifts;
- work with the Development Director to develop a related strategy and set of goals for smaller asks and recurring giving campaigns to be implemented by the Development Director;
- work with the Development Director to ensure proper planning and execution of the IGFA's various campaigns, events, and auctions;
- develop strategies and execute campaigns that grow the IGFA's membership base;
- partner with the President and senior leadership team to develop and execute a development strategy that significantly grows revenues with a focus towards expanding the IGFA's donor reach and building long-term sustainability;

- act as the staff liaison on the Development Committee and manage quarterly committee calls and related agendas;
- work with the President to expand the Board of Trustees, recommending dedicated individuals who bring a diverse set of skills and the capacity to support the interests of the IGFA;
- orient and engage present and new board members on the development strategy;
- lead, oversee, and ensure the quality of development initiatives that identify new donors, cultivate existing donors, and grow revenue from individuals and foundations;
- attend all IGFA events with the objective of donor networking, cultivation, and stewardship;
- maintain a portfolio of major donors and prospects, with responsibility for personally making face-to-face donor solicitations and creating a strategy to target individuals with capacity and interest from a variety of sectors;
- set and manage the departmental budget and develop targets and goals for all development staff;
- ensure that accurate and complete development database maintenance and reporting systems are in place;
- plan and implement a series of intimate fundraising events, excursions, and house parties;
- ensure that development related communications to donors are timely and accurate; and
- oversee the effective growth and use of the Blackbaud donor database to support fundraising strategy.

LEADERSHIP

Jason Schratwieser

President

Elected President January 2020, Jason Schratwieser joined IGFA as its Conservation Director in 2003, and has been working in the field of fisheries management and conservation since 2000. Prior to being elected President, he oversaw IGFA's various conservation-related activities such as collaborative research, fisheries policy, and advocacy.

During his tenure at IGFA he's been instrumental in the passage of the Billfish Conservation Act of 2012 and a subsequent amendment that was passed in 2018. He also co-directed the IGFA Great Marlin Race with partners at Stanford University.

Schratwieser holds a master's degree in marine biology and a minor in oceanography from Old Dominion University. He enjoys virtually all types of fishing, especially shallow-water sight-fishing with fly and light tackle.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The International Game Fish Association seeks a Chief Development Officer with

- a commitment to the mission of the IGFA and the conservation of game fish and the promotion of responsible, ethical angling practices, through science, education, rulemaking, record keeping, and recognition of outstanding accomplishments in the field of angling;
- experience developing and implementing an impactful and successful fundraising strategy;
- proven fundraising experience with an ability to engage a wide range of stakeholders;
- experience identifying, cultivating, and closing gifts with significant institutional impact;
- knowledge of the media landscape with specific understanding of video and digital storytelling;
- experience in writing grant proposals and obtaining grant funding;

- experience working with a board of directors or trustees;
- an ability to cultivate existing board relationships and introduce new board members;
- experience partnering with a president, senior leadership, and board members to plan and implement cultivation strategies for potential individual or corporate gifts;
- experience developing relationships with individuals of significant wealth that translate into the cultivation of high impact gifts;
- leadership and management skills including experience mentoring new fundraisers and fostering an open, collaborative, and respectful team culture;
- an ability to thrive in an entrepreneurial, fast-paced, and creative environment;
- an ability to communicate both persuasively and passionately, utilizing excellent interpersonal skills;
- organizational management skills with an ability to coach staff, manage and develop high-performance teams, set and achieve strategic objectives, and administer a budget;
- an ability to work effectively, often remotely, with direct reports, IGFA staff, and board members;
- an ability to articulate to business executives a compelling proposition for investment in the organization; and
- an ability to positively impact both strategic and tactical initiatives and manage multiple tasks and projects simultaneously.

A bachelor's degree is preferred for this position as is at least eight years of senior management experience leading development or sales teams. The IGFA will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the IGFA, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

The salary range for this position is \$160,000 to \$175,000 annually. The International Game Fish Association offers a comprehensive benefits package.

LOCATION

This position may be performed remotely and will require periodic visits to IGFA headquarters located in Dania Beach, Florida. This position requires significant travel.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of the International Game Fish Association as well as the responsibilities and qualifications stated in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Chief Development Officer, International Game Fish Association.](#)

To nominate a candidate, please contact Love Collins III, lovecollins@aspingleadershipgroup.com.

All inquiries will be held in confidence.