

POSITION ANNOUNCEMENT

Trust for Conservation Innovation – Senior Advisor, Fundraising/Development (Director-level)

Location: Oakland, CA Offices (preferred) or U.S.-Based Home Office in another city (possible)

Posting Date: 5/9/2017

The Trust for Conservation Innovation is a nationally-recognized nonprofit that accelerates program impact for a portfolio of local, regional, national and international initiatives focused on protecting and fostering a healthy, sustainable, resilient and equitable world (www.t4ci.org). We have experienced tremendous growth over the past three years (~\$18-\$20M annual revenue) and seek a savvy and experienced senior development professional to join our downtown Oakland team. This is a newly created position and we are poised to hire immediately.

The Senior Advisor, Fundraising/Development will be a multi-faceted leader with well-rounded generalist skills in nonprofit fundraising and development. Although we seek a seasoned and experienced development generalist, this position is somewhat unique as it does not entail routinely raising funds to support the Trust for Conservation Innovation directly, and thus it is not titled with the traditional “development director” moniker. As an in-house coach, advisor, and thought partner, the Senior Advisor’s primary function will be to provide ongoing advisory support, coaching and training to the approximately 50 nonprofit programs in our portfolio.

This position will be an ideal fit for a leader who has held both senior in-house roles and who has also served nonprofit clients via a consulting/professional services role. If you are seeking the best of both worlds in one position, here’s what that looks like:

- A full in-house portfolio of world-changing nonprofit projects working in areas as diverse as energy efficiency and urban infrastructure, climate resilience, habitat and species conservation, marine and fisheries conservation, sustainable food and agriculture, and environmental education and outreach. On any given day, you could be working with a local sustainable farming project that’s building on the success of several prior years of an annual fundraising dinner/auction, editing a grant proposal for a project doing policy work around green building codes or wind energy, and helping craft a major donor approach for a health and agricultural college in a remote region of the Congo. Suffice it to say, there is no “ho-hum” day here!
- Fortunately, the way we are structured means that these advisory services will be provided at no additional cost to programs and projects, so they are all eagerly awaiting this new advisory support. That also means that no ongoing internal or external business development will be required. Your rewarding days will be filled with directly serving innovative projects doing cutting edge work instead of having to simultaneously sustain your consulting practice by building a new client pipeline.
- Our projects are located locally, nationally and across the globe, and we leverage video conference technology to serve them cost-effectively and efficiently. You can work locally, and impact globally, with very little required business travel.
- We’re intentionally lean and our work is tightly interwoven. Our devoted Oakland-based small core team operates in a low-drama, highly-interactive fashion to jointly build the capacity of our program and projects, so you also reap the myriad benefits of having an in-house team of nonprofit leaders, colleagues, supporters, and peers.

Key Responsibilities

- Ensure that philanthropy and fund development are carried out in keeping with Trust for Conservation Innovation’s vision, values, and mission. Comply with all relevant regulations and

laws, maintain accountability standards to donors and ensure compliance with the code of ethical principles and standards of professional conduct for fundraising executives.

- Coach and mentor our program teams on fundraising and development best practices for multiple audiences including annual giving campaigns, members, major donors, foundations, corporate sponsors, and event attendees. Help programs develop a balanced funding mix of donor sources and solicitation programs tailored to the needs of each program that will enable it to attract, retain and motivate both donors and fundraising volunteers. Support program teams in the design and implementation of donor cultivation, acknowledgment and recognition programs.
- Be creative, innovative, flexible, supportive, and willing to think out of the box while following smart and ethical fundraising protocols and guidelines. Challenge and support our nonprofit teams to identify and address development barriers and issues to pave the way for greater fundraising success to support program growth. Help programs establish fundraising-related performance measures, support teams with monitoring results and help program leadership evaluate the effectiveness of each program's fund development initiatives.
- Build relationships with key influencers within the nonprofit and sustainability spheres that will benefit our programs' ability to raise funds. Build trust and maintain strong relationships with institutional funders, partners, colleagues, vendors and partners.
- Keep abreast of current events, news, and other information relevant to our various audiences and creatively find ways to leverage this real-time intelligence to our benefit. Monitor and evaluate the effect of external forces on our programs' fundraising potential and work with senior leadership to navigate them.
- Leverage internal and external resources, develop learning and leadership curricula, templates, and other useful tools in fund development for program staff and volunteers. Create and foster opportunities for peer-to-peer learning across program teams.

The Ideal Candidate

You are an ethical, transparent, and confident fundraising/development generalist with a top-tier reputation for managing and implementing a comprehensive fund development program that yields philanthropic support. With thorough knowledge of all key elements of traditional and online fundraising, you are energized by the opportunity to serve as a well-rounded senior advisor in this internal consulting role for our program portfolio. One of your "super powers" is that you can often see the interconnectedness of various fundraising (and organizational) activities, and you thrive in situations that allow you to leverage and multiply these efforts synergistically, building fundraising systems that increase support over time.

You want to work as part of a cohesive and diverse team of co-workers who care deeply about our planet and its occupants, and you are seeking a position where you wake up every morning excited about serving our broad mission, our specific programs, and about tackling the unique challenges and opportunities the day will bring. You have high emotional intelligence and are a team-builder.

You are an excellent written and verbal communicator and are equally skilled in grant writing, crafting successful major donor approaches, and developing strategies for high-level fundraising events. You are experienced with leveraging technology to effectively and efficiently accomplish your goals. You are self-aware, an energetic self-starter, skilled multi-tasker, creative problem solver and collaborative team player.

Specific Requirements

Bachelor's degree with relevant experience in a hands-on generalist senior leadership role within the nonprofit sector. Client-centered consulting experience will also be helpful. Passion for our mission and

the work of our programs is a must.

Salary and Benefits

We seek a full-time in-house colleague in our Oakland, California headquarters office where our low-drama work environment includes flexible work hours and work-from-home opportunities. Starting salary is negotiable depending upon experience, and is accompanied by a comprehensive benefits package that includes employer-paid health, vision, dental, short- and long-term disability, voluntary life, commuter benefits and employer-matched retirement contributions. Optionally, this position could be based in a remote location within the U.S. and/or structured as a contracted consulting role for a development professional that serves other clients. We simply seek to find the best advisor to meet our programs' needs.

Applications

Applications will be accepted until position is filled. Please put **Senior Advisor, Development** in the subject line of an email and send us a compelling note telling us why we should hire you, together with your résumé. Describe your interest in this position, your relevant qualifications and experience, and include your availability. If you have minimum or aspirational salary requirements that we should know about, please share them. Feel free to include other supporting materials as well. Applications can be sent to careers@t4ci.org with in the subject line. We're a small team and we politely request no follow-up calls or emails.

We value and promote diversity in the workplace and we are committed to providing equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws.