

**CHIEF GROWTH OFFICER**  
**BAT CONSERVATION INTERNATIONAL**  
**Position Announcement**



# ABOUT



# BAT CONSERVATION INTERNATIONAL

Bat Conservation International (BCI) is a growing global conservation organization with a \$15.3 million annual budget. BCI employs a primarily remote staff of more than 65 full-time biologists, conservation experts, and administrators distributed across the United States and is supported by members in 60 countries.

BCI's mission is to conserve the world's bats and their ecosystems to ensure a healthy planet. Bats have been on Earth for more than 50 million years, with more than 1,400 species worldwide. Annually, bats provide billions of dollars of pest control, plant pollination, and seed dispersal services, making them essential to the health of global ecosystems. Today, bats are under unprecedented threat from widespread habitat destruction, accelerating climate change, and other stresses. Without concerted action, their populations will continue to fall, driving many species to extinction. BCI is committed to ending bat extinctions, working worldwide to conserve caves, restore habitats in danger, and ensure the survival of these extraordinary mammals.



# POSITION SUMMARY

Based remotely and reporting to the Executive Director, the Chief Growth Officer (CGO) will oversee all BCI efforts to accelerate and manage organizational growth, and support it with sustainable revenue. They will partner closely with the Executive Director, Board of Directors, and Senior Team to grow BCI's programs, grow BCI's base of supporters and donors, and advance BCI's mission.

The CGO will be responsible for building new growth engines for BCI that support the organization's ambitions to deliver solutions that address the global biodiversity crisis, climate crisis, and global sustainability. Priorities will include building a marketing-driven donor pipeline that grows BCI's base of supporters and donors, creating and launching new products in conservation finance to drive revenue at scale, and building a new base of support from international foundations and multilateral banks. The CGO will lead and manage a team of development and marketing professionals and add additional expertise as necessary to support the team's goals.

BCI is deeply committed to Justice, Equity, Diversity, and Inclusion (JEDI) and embeds JEDI-centered practices in our conservation work and organizational culture. The ideal candidate will have a broad range of cultural competencies, a commitment to advancing equity and inclusion, and an ability to model healthy and inclusive organizational culture.



# ESSENTIAL FUNCTIONS

The essential functions include, but are not limited to, the following:

- Leads, oversees and manages accelerating organizational growth, with emphasis on building new revenue engines
- Supports the design and implementation of approaches that further position BCI's work as critical to address the global biodiversity crisis, climate crisis, and global sustainability.
- Builds and oversees a team of professionals with the expertise, talent and background to support accelerating organizational growth, including marketing and development functions
- Builds and maintains a marketing-driven donor pipeline that increases BCI's base of supporters and donors and drives revenue, including innovative approaches to successfully engage new and diverse audiences.
- Builds BCI's base of support from international foundations and multilateral banks
- Creates and launches new products in conservation finance to drive revenue and impact at scale.
- Collaborates effectively with conservation, science, partnerships, and operations leaders to advance BCI's conservation programs and mission.
- Serves as a thought leader that strengthens BCI's organizational strategy and culture in partnership with the Board and Senior Team.



# QUALIFICATIONS & EXPERIENCE

- Master's degree preferred in business, marketing, nonprofit management, public relations, or related field.
- Minimum of ten years of experience in fundraising and/or business development
- Demonstrated success in building new partnerships, launching new products, and building new revenue engines that support sustainable organizational growth.
- Strong analytical skills that drive overall business development strategies.
- Strong interpersonal skills and cultural sensitivity.
- Proven leadership experience, including motivating, leading, setting objectives, and managing the performance of a large multi-disciplinary team.
- Ability to foster an environment of creativity and professional growth.
- Emotionally intelligent, with a deep understanding of the importance of the emotional drivers of engagement and support for nonprofit programs.
- Expert at developing relationships with partners, supporters, members, and donors by creating connection, trust, and engagement.
- Experience working in a distributed organization, both leading a team and collaborating with other departments in a remote setting.
- Experience as a senior organizational leader with a demonstrated track record as a supportive manager and natural collaborator. Strong understanding of diversity, equity, and inclusion and motivation to create social and environmental impact.



# Compensation

BCI offers a competitive base salary commensurate to experience with an organizational culture that supports staff well-being and professional development. Benefits include, but are not limited to, paid vacation and sick time; 401(k) plan with employer match; health, dental, and vision insurance plan.

# To Apply

If you have 70% or more of the desired qualifications and experiences, we encourage you to apply. Interested applicants should send a resume and a statement of interest to Jonathan McIntosh, Partner, and Dan Kuhar, Partner with ThinkingAhead Executive Search: [jmcintosh@thinkingahead.com](mailto:jmcintosh@thinkingahead.com); [dkuhar@thinkingahead.com](mailto:dkuhar@thinkingahead.com).

# Contact Information

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*BCI is determined to be an employer of choice and believes that the best organizational performance will come from a diverse, safe, and inclusive work environment. Read more about our JEDI statement at [www.batcon.org/about-us/justice-equity-diversity-and-inclusion/](http://www.batcon.org/about-us/justice-equity-diversity-and-inclusion/).*

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