



OUTDOOR ALLIANCE

DIRECTOR OF DEVELOPMENT | REMOTE (NEAR MAJOR AIRPORT)
POSITION PROFILE



THE OPPORTUNITY

This is a great opportunity to join an innovative conservation nonprofit where more than half of our staff has stayed for 5+ years due to strong leadership, meaningful goals, and a dynamic culture. As we celebrate our 10-year anniversary, we're poised for significant growth and need a passionate individual to build and scale our development department. You'll enjoy autonomy, flexibility, and the chance to balance work with your love for the outdoors while making a real impact. With a supportive team, forward-thinking leadership, and a strong public reputation, this is a dream job for someone ready to drive change and protect the places we love.

ABOUT OUTDOOR ALLIANCE

Conservation powered by outdoor recreation.

Outdoor Alliance unites the voices of the outdoor community to conserve public lands and ensure those lands are managed in a way that embraces the human-powered experience. We work with the policy experts from our ten national member groups to track important issues, lead advocacy, and give the outdoor community meaningful opportunities to engage and make a difference. We believe that a unified outdoor recreation community makes a crucial contribution to protecting the outdoors. Visit <http://www.outdooralliance.org> to learn more.



POSITION OVERVIEW

Outdoor Alliance has a thriving development program and is looking for a new leader to maintain its successful fundraising portfolio and expand individual giving and corporate partnerships. The Development Director will be responsible for developing and implementing Outdoor Alliance's portfolio of fundraising strategies, including small and large individual donor appeals, foundation and corporate partnerships, and grants management. This person will work closely with the CEO on funder engagement; manage a portfolio of individual, foundation, and corporate prospects; and lead all aspects of the development program. This position is ideal for a results-driven, well-organized development leader with a passion for the outdoors. Our current development work is managed across two staff members and the CEO, this role will consolidate and invest in our fundraising work to take advantage of our current organizational growth. The Development Director will be the sole member of the development team but will have excellent support from the CEO and longtime staff, with the expectation that managing additional development team members may be required as the organization grows. The Development Director's work will directly support Outdoor Alliance's ability to unite the voices of outdoor enthusiasts to protect the human-powered outdoor recreation experience and conserve America's public lands. The new Director of Development will be joining Outdoor Alliance at an exciting time as our organization is growing and our ability to protect the outdoors is expanding.

RESPONSIBILITIES

- Set an annual strategy to grow and sustain Outdoor Alliance's fundraising from individuals, foundations, and corporate partners.
- In collaboration with the CEO, grow annual fundraising goals (2023 revenue budget is \$1.4 million).
- Directly manage a portfolio of existing major donors and funders to steward, make solicitations, and secure gifts.
- Utilize the CRM, EveryAction, to cultivate, solicit, and steward donors.
- Collaboratively manage, prepare, and submit proposals and reports for existing foundation and corporate grants (approximately 10-15 annually) on a timely basis as required for each grant.
- Conduct foundation and corporate grant prospect research and manage the cultivation of new grant funders.
- Manage grant reporting calendar.
- Identify opportunities to collaborate with corporate partners and leverage their assets to raise funding and awareness for public lands issues.
- In collaboration with the communications team, market corporate partnerships on our website, email, and social media channels.
- Collaboratively facilitate 2-3 yearly donor cultivation events around the country.
- Develop engaging online donation appeals on a quarterly basis.
- Maintain and update fundraising pages on the website (hosted by Squarespace).
- Additional fundraising responsibilities, as needed.





KEY QUALIFICATIONS

- Minimum of 5 years of development experience in the nonprofit space.
- A proven track record of fundraising across a variety of revenue sources, including individuals, foundations, and corporations.
- Demonstrated experience with securing gifts from individual donors and grants management.
- Familiarity with fundraising ethics, laws, and best practices.
- Ability to travel nationally approximately 6 times per year for donor prospecting and stewardship, donor events, staff retreats, and board meetings.
- Proactive self-starter who can work independently with minimal supervision to meet defined goals and deadlines.
- Familiarity with using CRMs to track donors and measure performance.
- Exceptional communication skills—strong writer, verbal communication, and researcher.
- Interest in public land policy, advocacy, and protecting human-powered outdoor recreation a plus.
- Work closely with members of the Outdoor Alliance Board to establish individual fundraising goals and engagement strategies.
- Serve as staff liaison to the Board Development Committee.
- In collaboration with the CEO, board, and staff, capitalize on Outdoor Alliance’s 2024 10-year anniversary to rally major donors, corporate sponsorships, and new funding.
- Develop new and creative methods for growing the Outdoor Alliance list and soliciting donations across multiple channels.

SALARY, BENEFITS, AND LOCATION

Salary: \$90,000-\$115,000—Salary commensurate with experience.

This position starts with 60 days of paid time off that includes: office closures on the last Friday of the month (10 days), a week-long office closure during the summer and in December (10 days), as well as 15 days of vacation time (vacation time increases over time), 2 personal days, 10 days sick time, and 13 federal holidays.

Additional benefits include medical, dental, and vision coverage monthly premiums compensated 100% by Outdoor Alliance, Short-Term Disability insurance, Long-Term Disability insurance, 401(k) plan with 3% employer matching, paid family leave, gear discounts, and the best colleagues you could ask for.

Location: Remote in the United States, near a major airport.

HOW TO APPLY

Outdoor Alliance has retained the services of ThinkingAhead Executive Search. Please submit your resume and expression of interest to: Dan Kuhar, Partner Recruiter at dkuhar@thinkingahead.com

Outdoor Alliance is an equal opportunity employer, candidates from all backgrounds are considered, and as an organization that values equity and inclusion, we highly encourage people of color, women, LGBTQ+ individuals, and veterans to apply.

