



DEVELOPMENT DIRECTOR

TIRN is seeking a full-time, entrepreneurial, hands-on Development Director to join our fast-paced, innovative environmental organization and be a key part of our ocean and watershed conservation efforts. **If you are passionate about ocean and watershed conservation and have big, novel fundraising ideas and goals that can help us save the world, then we want to hear from you!**

Turtle Island Restoration Network (TIRN) is an award-winning ocean conservation nonprofit organization with offices in California and Texas. For 30 years, TIRN has led the grassroots fight against extinction locally, nationally, and internationally. We take on the big problems of the world's oceans and watersheds — industrial fishing, climate change, pollution, and habitat loss — with a can-do attitude and highly motivated, passionate individuals.

Learn more about our work at www.seaturtles.org.

POSITION SUMMARY

The Development Director or Manager works with the Executive Director and Managing Director to plan, execute, lead, and monitor the progress of fundraising strategies toward a \$4 million and growing annual revenue goal.

This is an exciting position to implement and grow effective fundraising strategies with opportunities for advancement. The Development Director/Manager will collaborate with all members of the TIRN team, knowing that this is a hands-on position, and we all pitch in to support each other's work as part of a dynamic organization.

In order for TIRN to continue to scale to meet our bold vision and myriad ocean and watershed campaigns and projects, it is essential that our funding and supporter streams continue to grow. Our development goals include an increase in long-term, unrestricted general operating support, major funders, maintenance and growth in private foundation grants, growth in individual donors through direct mail, email, and social media, and expansion of corporate sponsorship opportunities and planned giving programs. Furthermore, we want to continue to grow our activist support base that takes action on behalf of endangered species and ecosystems.

SPECIFIC RESPONSIBILITIES

At the direction of the Executive Director and leadership team, responsibilities include:

- Grant writing and grant reporting
- Assisting with/leading capital campaigns and coordinating fundraising committees
- Foundation prospect research and maintaining grants calendar
- Donor stewardship, cultivation, and retention

- Assisting with, planning, and leading individual donor initiatives (e.g., monthly giving, appeals, membership renewals, symbolic adoptions, and online donation pages)
- Writing engaging and compelling content to solicit gifts through email, social media, other online fundraising efforts, and direct mail
- Assisting with fundraising and volunteer events coordination
- Become an expert on Every Action CRM in order to effectively manage membership development, build queries and reports for direct mail
- Helping identify and implement improved organizational systems and platforms for using and tracking information about past, current, and prospective donors and tracking foundation and donor relationships
- Work collaboratively with management, communications, and program staff to implement annual fundraising plans, develop strategies to execute and achieve these goals, and explore new income streams
- Provide logistical support for and/or lead major donor fundraising efforts
- Creative ways to grow the supporter base
- Other fundraising tasks as assigned by the supervisor
- Create and implement an effective legacy-giving program

HOW WE WILL HELP

TIRN has an experienced, passionate, and dedicated management team complemented by a strong portfolio of campaign successes, members and donors, and hard “assets” in place.

Additionally, we have an incredible story to tell! We’ve closed sea turtle slaughterhouses in Mexico, protected nesting beaches in Nicaragua, shut down industrial fisheries, proposed paradigm-shifting marine protected areas, removed dams, restored creeksides to protect endangered salmon, re-created critical floodplain habitat, and successfully sued the Federal government for violating environmental law.

QUALIFICATIONS, SKILLS, AND ABILITIES

- Minimum of 2 years (Development Manager) and 5 years (Development Director) of progressive experience in fundraising and familiarity with nonprofit fundraising best practices
- Proven track record with grantmaking, foundations, and donor solicitations
- Excellent knowledge of CRM technology and appropriate software (e.g., Salesforce, Engaging Networks, Foundation Directory Online, social media, online giving platforms)
- Highly motivated, intellectual curiosity, mission-driven, self-directed, and a sense of humor with the ability to manage multiple projects and work according to specific deadlines
- Keen analytic, organization, and problem-solving skills that support and enable sound decision making
- Skill at building and growing relationships with foundations, donors, businesses, and non-financial supporters
- Interpersonal communication and marketing skills; excellent oral communication and ability to participate in public speaking events
- Bachelor’s degree required
- A commitment to ocean and watershed protection

PHYSICAL DEMANDS

- Ability to work occasional long hours, nights, and weekends as needed
- Ability to be available via text, phone, and Zoom to problem-solve urgent concerns as they arise

TERMS

Salary: Salary is commensurate with experience and comparable to other similar-sized nonprofit organizations.

Benefits: This is a full-time, non-exempt position. We offer a competitive benefits package including health, dental, vision, and life insurance, a 403(b)-retirement plan that allows pre-tax employee contributions, and starting with two weeks of vacation, 9 paid holidays, 10 sick days, and 4 floating holidays per year.

Location: This position can be based in our new office in Galveston, TX., at our headquarters in West Marin, or possibly remotely.

Hours: 40 hours/week, Monday-Friday. This position may require travel and occasional work on weekends and evenings.

HOW TO APPLY

Please submit your cover letter and resume in PDF format to GMcCormick@tirn.net. Please use the subject line: "Development Director" or "Development Manager" followed by your name.

Applications are reviewed and filled on a rolling basis.

TIRN is an equal opportunity employer. Thanks for your interest, and we look forward to meeting you!