



Director of Development

Location: Genesee Land Trust Office, Rochester, NY.

Position is open until filled; applications will be reviewed on a rolling basis with an anticipated start date in May. Early applications are encouraged.

Salary Range: \$70,000 - \$80,000, based on a full-time, 35 hours per week schedule.

Benefits: Health insurance, health savings account contribution, vacation, sick leave, paid family leave, and a SIMPLE IRA; Flexible working arrangements possible.

Job Description:

Genesee Land Trust is seeking an experienced Director of Development to spearhead and expand our fundraising initiatives. This role entails cultivating relationships with individuals, community organizations, and local foundations to bolster local conservation efforts and support our organization's growth through major gifts, grants, and planned giving.

The Director of Development will work closely with the Executive Director and collaborate closely with the Communications Director as part of a cohesive team. This is a full-time position focused on strategic fundraising and relationship-building.

Organizational Budget: \$ 1,500,000

Key Responsibilities:

- Develop and implement annual and long-range plans to achieve organizational fundraising goals, focusing on individual giving, major gifts, local foundations, and planned giving.
- Manage a portfolio of leadership annual giving and major gift prospects, actively soliciting contributions.
- Through a deep understanding of the organization's financial needs, create clear and compelling cases for support tailored to various audiences, including donors and foundations.
- Work with Executive Director and Development Committee to design and implement planned engagement of donors and prospective donors from diverse sectors in the community.
- Collaborate with Director of Communications to integrate strategic development messages into membership, annual and special appeals, while thoughtfully acknowledging individual and community support and ensuring a culture of appreciation.

- Partner with Executive Director to implement fundraising and capital campaigns as opportunities arise, ensuring alignment with organizational goals.
- Ensure Genesee Land Trust's compliance with Land Trust Alliance Standards and Practices; continuously refining development policies and procedures.
- Research, cultivate, and solicit support from foundations, businesses, and major donors.
- Serve as Genesee Land Trust's ambassador, attending events and community meetings as needed.
- Supervise Database and Administrative Assistant, ensuring efficient and comprehensive donor files and organizational database management.
- Provide staff leadership for the Development Committee and special fundraising/campaign committees, recruiting and supporting members from the community and Genesee Land Trust Board.
- Develop and manage budget related to development, fundraising, appreciation and related events.
- Actively network with nonprofit and land trust professionals to stay informed on trends affecting non-profit fundraising, community engagement, and communications.
- Oversee and manage all donor stewardship activities, including correspondence and cultivation events.
- Monitor and report on fundraising progress, adjusting strategies as needed to ensure long-term sustainability.
- Expand Genesee Land Trust's donor base to ensure the organization's long-term sustainability.

Specific Requirements of Position:

- Annual Campaigns
- Major Gift Solicitation
- Planned Gifts

Qualifications:

- Deep-rooted passion for Genesee Land Trust's mission. Interest and enthusiasm for the outdoors and the greater Rochester environment.
- Senior-level fundraising experience with progressive levels of responsibility and leadership with a proven ability to engage and retain donors and ensure positive donor experience; success in securing gifts of \$10,000 and above.
- Ability and interest to develop trust-based relationships with people from diverse backgrounds and world views including colleagues, donors, members of the public, and project partners.
- Strong understanding of Diversity, Equity, Inclusion, and Justice and a commitment to noticing how our work can be more equitable and supporting those efforts.
- Highly self-motivated with a strong attention to detail. Ability to work independently with minimal initial direction and as part of a collaborative team. Ability to organize and manage diverse and multiple activities, set priorities, and remain flexible.
- Demonstrated ability to write in an engaging, warm, and donor-centered manner.
- Willingness to learn new skills, strategies, and techniques; Willingness to fill gaps in proficiency and knowledge base.

- Familiarity with donor database systems and understanding of member retention strategies.
- Ability to travel throughout the Rochester region and work some weekends and evenings is necessary. Must provide current driver's license and own transportation (mileage reimbursed at Federal rate).

About Genesee Land Trust

Genesee Land Trust's mission is to protect lands and waters that enhance the quality of life in the greater Rochester region. Serving the City of Rochester, suburban towns, and rural communities in seven counties, Genesee Land Trust has conserved over 7,900 acres of land, manages 18 nature preserves open to the public, and works with a diverse array of partner organizations and municipalities.

A community-based, non-profit, accredited conservation land trust, Genesee Land Trust combines land conservation tools with programming and collaborative partnerships to accomplish its mission. Genesee Land Trust has 14 staff dedicated to preserving wildlife habitat, protecting local farms and food, and creating connections to nature.

Organizational Commitment

Genesee Land Trust values and is committed to providing an inclusive and diverse workplace; has identified the need to address inequity around conservation and access to the outdoors; is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position.

Individuals who have a passion for conservation even if their work experience does not match perfectly with those listed, are encouraged to apply. Genesee Land Trust is willing to provide paid professional development opportunities and training, as well as support from fellow staff members.

To apply, send a cover letter and resume by email with "Director of Development" in the subject line to Lorna Wright at lwright@geneseeandtrust.org.