



Position Announcement: Development Director

The [Soil Health Institute](#) (SHI), a non-profit organization created to safeguard and enhance the vitality and productivity of soil, seeks to hire a full-time Development Director. This individual will identify new opportunities to grow portfolio engagement across all fundraising channels. The successful candidate will be responsible for planning, implementing, and directing fundraising activities with a focus on new prospects and online giving. The position will report to the Chief Impact Officer but will work closely with SHI leadership and team.

Key Responsibilities

- Identifying potential donors and funding sources, including individuals, corporations, foundations, and government agencies, that align with the organization's mission and values.
- Cultivating, soliciting, and stewarding current and prospective donors, including personalized outreach, invitations to events, and scheduling meetings.
- Working closely and effectively with SHI leadership to develop and execute fundraising strategies to meet annual revenue goals and build financial reserves.
- Organizing fundraising events and site visits to promote the organization's mission and generate support.
- Collaborating with the communications team to create effective donor messages, marketing materials, and targeted appeals.
- Leading, providing, and administering a constituent relationship management (CRM) program, ensuring accurate, useful, and timely data entry.
- Generating donor reports and using data to inform fundraising strategies.
- Preparing leadership for donor meetings and other fundraising activities.
- Representing SHI at conferences and networking events to build relationships and identify prospects.
- Providing support and training to the management team on the various types of gifts and proper acceptance.
- Performing other related duties as assigned.

Qualifications

We value diverse perspectives and recognize that each applicant for this role will bring unique skills, knowledge, and lived experience. Candidates who meet at least some of the criteria below are encouraged to apply.

Education: Bachelor's degree from an accredited institution

Experience: 5+ years of nonprofit experience with a solid track record of raising a sustainable base of funding from individuals, corporations, foundations, and government agencies

Knowledge, Skills, and Abilities

- Knowledge of best practices and ethical standards in donor relations and fundraising, with the ability to create and optimize efficient processes.
- Working knowledge of fundraising software and CRM databases.
- Proficiency in developing and maintaining trust-based relationships with diverse stakeholders, including donors, board members, and partners.
- Awareness of emerging trends in fundraising, with the ability to develop and implement creative solutions and innovative approaches.
- Fluency in effective listening and persuasive communication, with the ability to influence and motivate donors.
- Understanding of database and project management, with proficiency in planning, managing multiple tasks, and meeting deadlines.
- Ability to collaborate effectively, foster a cooperative environment, and contribute to team success.

Work Environment

Ideally, this position will be based at Soil Health Institute headquarters in Morrisville, North Carolina, near Research Triangle Park. Working from a remote location may be considered for highly qualified candidates. Travel for meetings and relationship building is estimated to average 25%.

Compensation

Expected annual salary is \$75,000 - \$90,000, depending on qualifications and experience. This is a full-time staff position with competitive paid leave, life, health, and dental insurance, 401(k), and other benefits.

To Apply

Email a cover letter, resume, copy of college transcripts (unofficial copy is okay), and the names and contact information of three professional references to Byron Rath, brath@soilhealthinstitute.org with the subject line "Development Director." *References will not be contacted without the candidate being notified first.* Review of applications will begin in September 2024 and continue until the position is filled.

Applicants must be authorized to work anywhere in the United States and have a valid driver's license, good driving record, and reliable transportation. The Soil Health Institute uses E-Verify to confirm work eligibility.