

Job Posting



Associate Director, Principal Gift Development

Associate Director of Development III

Location: San Francisco Bay Area, CA

Who We Are:

The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

What We Can Achieve Together:

Jointly reporting to and supported by the U.S. Director of Principal Gift Development, and the Director, Principal Gifts, California, the Associate Director, Principal Gift Development is a key member of both the California philanthropy team and TNC's Global Principal Gifts team, as part of the US Wealth Markets initiative.

The US Wealth Markets (USWM) initiative is a cross-cutting dynamic team of principal gift (PG) fundraisers who are focused on raising support for TNC's highest priorities by growing our base of supporters at the principal gift level (\$5,000,000+). This team is dedicated to modeling and fostering a highly collaborative approach to principal gift fundraising, and to creating, testing, innovating, and sharing strategies and tactics for Discovery. The Associate Director works in partnership with California and global teams to build strong and lasting donor relationships with ultra-high-net-worth individuals to help advance the mission and impact of TNC.

This position is focused on building a portfolio from scratch and the incumbent should have experience in and passion for cold prospecting at the PG level. The Associate Director works closely with our prospect development team, philanthropy operations team, key volunteer leaders, local and global TNC fundraisers, and senior leaders and executive management from across the Conservancy to identify and build relationships with new prospective donors who have a primary residence in California. The goal of the Associate Director is to qualify prospects who are interested in engaging with TNC (while disqualifying those who are not interested) and to develop and execute adapted strategies for each qualified individual, ultimately building a strong relationship between TNC and each prospect and leading to philanthropic support of our top priorities.

The Associate Director should have an entrepreneurial spirit and approach to pipeline development. They are responsible for developing a new portfolio from scratch and making major and principal gift level solicitations in support of TNC priorities, including raising flexible or lightly restricted funding. They have experience in and

enthusiasm for principal gifts discovery work, creative approaches to prospect outreach and engagement, can discuss assets proficiently and listen for opportunities for gifts of assets or other non-cash gifts. They are responsible for direct asks to both global and local priorities to meet funding needs. They will incorporate blended gifts and gifts of assets in solicitations of donors. They are capable of discussing the priorities of the Conservancy and working collaboratively within a complex matrix organization.

We're Looking for You:

Are you looking to work in a fast-paced, entrepreneurial ecosystem where your contributions as a principal gift fundraiser help advance the impact of one of the world's largest environmental organizations through transformational philanthropy? Do you enjoy working in highly collaborative and large global teams with some of the industry's most innovative and high-performing fundraisers, all while having a ton of fun? Are you self-motivated, resourceful, innovative, adaptable, a strong communicator, collaborative, and have experience in and excitement for building relationships with ultra-high-net-worth individuals and developing a portfolio from scratch?

As the world's largest environmental organization, with a presence in more than 70 countries and territories, The Nature Conservancy (TNC) works around the world to help people and nature thrive by protecting the lands and waters on which all life depends and fighting climate change. TNC creates innovative, on-the-ground solutions to the dual crises of our time: climate change and biodiversity loss.

We're looking for someone who has experience in and finds joy in building portfolios from scratch (Discovery), is passionate about our mission, is innovative and self-motivated, innately collaborative, can thrive in a remote position and working in a matrix organization, and is excited to join a team in growth mode. If this sounds like the role and place you would thrive in, come join TNC and apply today!

What You'll Bring:

- Bachelor's degree and 7 years related experience.
- Experience building a principal gift-level donor pipeline from scratch.
- Experience in maintaining long-term relationships with high-net-worth individuals.
- Experience in asking for and closing gifts of \$1,000,000 or more, including planned gifts.
- Experience in managing and tracking multiple prospects simultaneously.
- Experience working with fundraising principles and practices.
- Experience in collaborating with fundraisers and senior leaders in a complex, matrix organization.
- Experience collaborating with fundraisers and senior leaders across multiple business units and teams in a complex, matrix organization to achieve outcomes
- Experience, coursework, or other training in current and evolving trends in charitable giving, particularly in the areas of capital campaigns, major gifts and planned giving.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Ability to design and implement fundraising strategies, including cultivation, solicitation and recognition strategies.
- Ability to determine an individual's interests, capacity and potential for helping the Conservancy meet its goals, and act appropriately to tie those interests with the Conservancy's work.
- Ability to educate and inform prospective and existing donors about appropriate giving vehicles.
- Advanced knowledge of complex charitable gift planning.

- Demonstrated experience using listening, diplomacy, and tact to build strong relationships and motivate donors and volunteers.
- Proven ability to negotiate complex, high profile or sensitive agreements.

How to Apply:

Please apply [here](#) on The Nature Conservancy's Careers Page.

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on nature.org/careers.

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

Employees must submit their application by logging into Workday and applying via the Jobs Hub.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

Salary Information

The starting pay range for a candidate selected for this position is generally within the range of \$145,000 - \$180,000 for annual base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with Request for Accommodation in the subject line.

