



Director of Development
Salina, KS
Full Time

Position Summary

The Director of Development will design and execute a comprehensive development strategy for The Land Institute, including management of the development team and managing a personal portfolio of major donors. The Director will work closely with the President and Chief Operating Officer to meet the organization's annual and long-term fundraising goals and objectives.

About the Organization

The Land Institute is working on a solution to one of humankind's most critical challenges: how to produce food without destroying precious soil, water, and ecological resources. The Land Institute's core activity is research to create a "natural systems agriculture" that mimics the processes and structure of natural ecosystems. This research is focused on creating an ensemble of perennial high-seed-yielding grain, legume, and oilseed plants that can be grown in various combinations, that is, an agriculture of perennial polycultures that can meet human needs into the future.

The Land Institute is dedicated to the idea that perennial polyculture agriculture can significantly reduce or reverse soil erosion, use water more efficiently, improve soil quality, greatly reduce reliance on harmful fertilizers and pesticides, and reduce greenhouse gas emissions through increased carbon sequestration in soils.

The Land Institute is located in Salina, Kansas, along the banks of the Smoky Hill River at the border of medium and tall grass prairies, making it an ideal location for its research mission. The Institute now employs about 35 people on site, including eight Ph.D. scientists and numerous graduate students and post-doctorate fellows.

The development program at The Land Institute boasts a loyal core of supporters who understand our long-term proposition and potential impact. Our annual fundraising goal is ambitious, but we also have good reserves and no debt, allowing us to try to new ideas and cultivate long-term relationships. Our team based approach to development creates a network of support and encouragement.

The Land Institute maintains an operating budget of approximately \$4.2 million, a majority of which is raised every year, primarily from individual philanthropists and foundations. For more information, please visit www.landinstitute.org.

Responsibilities

- In partnership with the President and Chief Operating Officer, create and execute a diversified fundraising plan to secure revenue from new and existing funders, including individuals, foundations, government entities, and corporations to ensure the short- and long-term financial health of the organization and support further growth.
- Train and mentor development staff and ensure staff roles are defined, professional development opportunities are available, and clear group and individual goals are set.
- Communicate fundraising goals and progress to The Land Institute staff and board.
- Work with senior leadership to develop and regularly revise the organizational case statement and other communications pieces used specifically for development purposes.
- Design and manage a robust major gift program, manage and/or coordinate the efforts of a team of four major gift officers including the President and COO.
- Build, refresh and maintain ongoing relationships with a personal portfolio of approximately 60 major donors and prospects.
- Create and oversee the execution of a strategy for a sustained and growing base of annual individual donors.
- Develop and track proposals and reports for all foundation and corporate fundraising.
- Collaborate with management in the organizational budgeting process including creating short and long-term fundraising forecasts.
- Develop and manage the development department's annual budget.
- Manage the ongoing implementation of Raiser's Edge fundraising software and oversee staff responsible for data entry and gift processing.
- Represent The Land Institute externally and persuasively convey the mission of TLI to diverse groups including funders, partners, and the public.

Qualifications

- Proven success in development for a nonprofit. Experience running capital campaigns and successful fundraising from multiple donor channels.
- Experience in planning, leading, and managing development projects, including coordinating with peers to achieve desired outcomes, and tracking and reporting on progress to senior managers/board of directors.
- Demonstrated relationship-building skills, as evidenced by a history of deepening current donor relationships and forging new ones.
- Ability to create powerful, compelling written and oral communications for fundraising, and to convey complex ideas through brief, simple materials. Experience and credibility in presenting materials to external audiences.
- Minimum of a bachelor's degree required.
- Five-plus years' experience in development and a working knowledge of fundraising best practices.
- An understanding of the wide variety of possible giving vehicles, and a willingness to work with donors to arrive at the best approach for each individual
- Demonstrated excellence in organizational, managerial, and communication skills.
- Ability to rapidly gain in-depth knowledge of Raiser's Edge software required. Previous experience with comparable development or CRM software strongly preferred.
- Personal interest in environmental issues and/or sustainable agriculture.

Compensation and Location

The Land Institute offers an excellent benefits package and a competitive salary that is commensurate with experience. The Director of Development will be expected to live in or near Salina, Kansas, and to engage in travel throughout the United States with possible international travel.

To Apply

To be considered for this position, interested candidates should submit a resume and cover letter to careers@landinstitute.org. Applications are currently being reviewed. Position will remain open until filled.

The Land Institute is an equal opportunity employer and actively encourages applications from women and people of all ethnic and national origins and sexual orientations.