

POSITION SPECIFICATION

POSITION TITLE: Vice President, Philanthropy

REPORTING TO: President

LOCATION: Washington, DC

THE COMPANY: *The Wilderness Society*
www.wilderness.org

Since 1935, The Wilderness Society (TWS) has led the effort to permanently protect nearly 110 million acres of wilderness in 44 states. Our mission is to protect wilderness and inspire Americans to care for our wild places. TWS contributes to better protection, stewardship and restoration of our public lands, preserving our rich natural legacy for current and future generations. Our tireless and steadfast approach has led to the protection of well-known icons to hidden gems. These protected wildlands give us:

- Clean air and water.
- Abundant wildlife.
- Havens for recreation, solitude and learning.
- Important sources of renewable energy.
- Vital natural resources that must be managed wisely.
- A foundation for a healthy planet.

With a current operating budget of \$34MM, TWS deploys a team of 145 located in Washington, DC, Alaska, Arizona, California, Idaho, New Mexico, Utah, Washington, the Northeast, the Rockies and the Southeastern U.S.

The organization has experienced significant financial growth over the last five years. An exceptional opportunity exists for an incoming Vice President of Philanthropy to continue this momentum, working in partnership with a dynamic, mission-committed team.

POSITION SUMMARY:

Reporting to the President, the Vice President for Philanthropy is responsible for setting TWS' fundraising vision and strategy and advancing a culture of philanthropy across the organization. This position oversees a high-performing philanthropy team and works in cooperation with the President, executive team, the Governing Council and others to build and lead a highly professional and effective team that achieves both annual sustainable and forward-thinking ambitious revenue goals for the organization. The Vice President serves as a member of the organization's executive team, which is charged with setting organizational strategic direction, collaboratively leading on issues that are vital to the organization as a whole and navigating significant inter-departmental matters that arise.

The Vice President of Philanthropy plays a critical role in establishing and reinforcing an inclusive organizational culture that is grounded in trust and accountability to shared goals and outcomes. TWS has made diversity, equity, and inclusion strategic priorities for the organization. This leader will integrate these priorities throughout our philanthropy work, from expanding our fundraising efforts to attract a strong donor base, to bringing an equity lens to all facets of fundraising and team management. Across our team, we aspire to be campaign-oriented, nimble, collaborative, innovative, transparent, and supportive of staff – our greatest asset.

Specific Responsibilities:

- Support the President in major gift fundraising efforts as well as maintain a personal portfolio of leadership donors, including members of the Governing Council and other prospects for direct solicitation.
- Provide leadership to the membership and strategic services, major gifts, planned giving, and foundation and corporate relations teams, working to ensure that the mission and programs of the organization are met with substantial philanthropic support.
- Lead and manage all departmental functions toward efficiencies, integrated services and competencies that serve ambitious annual revenue goals.
- Work closely with the philanthropy staff to establish clearly defined deliverables for donor identification, qualification, solicitation and gift closure. The Vice President of Philanthropy is expected to consistently lead and reinforce a team-oriented and collaborative environment across all of philanthropy functions while providing collective and individual targets for success.
- Supervise, manage and empower a highly skilled, results-oriented, 25+ person Philanthropy team, including five direct reports:
 - Senior Director, Foundation & Corporate Relations
 - Senior Director, Legacy Giving
 - Senior Director, Membership
 - Director, Stewardship
 - Senior Director, Philanthropy
- Collaborate with other members of the executive team to identify critical success factors that need support and assistance and lead the development of programs or solutions within the Philanthropy department to ensure that they are successfully implemented.
- Exercise strong leadership by mobilizing the organization’s resources behind the philanthropy effort—especially in a focused effort around integrating program leaders and staff while simultaneously building the processes, systems and support needed to achieve that goal.
- As a member of the executive team, participate in decision-making that guides the entire organization including: risk assessment, development and implementation of organizational strategic plans, development of organizational budgets, implementation of major initiatives, as well as supporting the work of the Governing Council.
- Provide advice and support to the President and senior staff on organizational matters, particularly as these may affect the organization’s fundraising efforts. Identify and manage risks associated with fundraising and contributed revenue.
- Maintain professional relationships with counterparts in other nonprofit organizations, and keeps abreast of latest developments in fundraising rules and regulations, best practices and demographic changes.

- Continually work to cultivate a culture of philanthropy among program and philanthropy staff, Governing Council, President's Circle and others in support of TWS' mission. Work with the President and others as appropriate to consistently increase both the number of donors and the gift levels to the organization.
- Work closely with the Governing Council's philanthropy committee to deepen their commitment to the organization, assist in identifying ways to support TWS, and enlist their assistance as volunteers.
- In concert with the conservation program staff, develop ideas and strategies for raising money around specific areas of TWS' work. Ensure that all philanthropy materials are conclusive and provide a clear picture of the organization's mission, long-range plans, and objectives for the coming years.
- Ensure that current stewardship efforts support TWS by providing comprehensive, timely and innovative stewardship. Build additional, complementary stewardship programs as necessary.
- Oversee the Philanthropy Department budget.
- Perform other related duties as assigned.

DESIRED EXPERIENCE/ PERSONAL ATTRIBUTES:

The successful candidate will have a minimum of 10 years of experience in positions with increasing responsibilities in development and nonprofit management. A minimum of five years of senior-level management experience, leading comprehensive development programs. Prior capital campaign experience is a plus.

- Other desired qualifications and attributes include:
 - Demonstrated leadership skills and ability to inspire and motivate others toward stated goals;
 - Experience leading and managing teams representing a rich mix of talent, backgrounds, and perspectives. This includes a track record of successful recruitment, cultivation, and retention of highly skilled staff across race and gender;
 - Demonstrated success in raising significant gifts from individual donors and institutions;
 - Proven track record in diversifying donor base;
 - Superior written and oral communications, interpersonal and presentation skills;
 - Entrepreneurial approach to building fundraising and development programs;
 - Highly sophisticated relationship-building skills;
 - Demonstrated success in working with a Board of Directors and high-level committees;
 - Demonstrated mastery of a wide range of fundraising techniques (foundations, major gifts, planned gifts, membership, mid-level donors, corporations);
 - Successful track record in partnering with staff, board members and donors to raise major gifts from others;
 - Ability to think strategically and creatively;
 - Highest level of personal and professional integrity;
 - Collaborative interpersonal style and high level of emotional intelligence;
 - Ability to operate effectively within a complex, highly collaborative organization;
 - The flexibility to seize new, unforeseen opportunities while maintaining existing priorities and momentum;
 - Ability to demonstrate grace under pressure;
 - Ability to accommodate extensive domestic travel;

- Good sense of humor;
- Belief in the importance of TWS' mission and programs;
- Occasional evening and weekend work is required.

EDUCATION:

- Bachelor's degree required

COMPENSATION:

The Wilderness Society offers a competitive salary and benefits package, including: health, dental, vision, life and disability insurance; sick and vacation leave; a sabbatical program; and a retirement plan.

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION:

TWS is an equal opportunity employer and actively works to ensure fair treatment of our employees and constituents across culture, socioeconomic status, race, marital or family situation, gender, age, ethnicity, religious beliefs, physical ability, veteran status or sexual orientation. As an organization, we aspire to be inclusive in the work that we do, and in the kind of organization we are. Internally this means working as a team that listens to different points of view, recognizes the contributions of every employee and empowers each employee to bring their whole selves to work every day. Externally this means ensuring that public lands are inclusive and welcoming, so that our shared wildlands can help people and nature to thrive. We are committed to equity throughout our work, which we define as our commitment to realizing the promise of our public lands and ensuring that all can share in their universal benefits.

To learn more about our commitment, please see <http://wilderness.org/our-commitment-diversity-equity-and-inclusion-wilderness-society>

CONTACT INFORMATION:

Kara Teising
Partner
Jobplex, A DHR International Company
424 Church St., Suite 2000
Nashville, TN 37219
T: 615-651-7449
M: 615-424-4710
E: kteising@jobplex.com

Kara Zavaleta
Senior Associate
DHR International
1221 S. Mo-Pac Expwy, Suite 170
Austin, TX 78746
T: 512-238-0595
E: kzavaleta@dhrinternational.com