



Development Director

The Michigan League of Conservation Voters (LCV) – one of Michigan’s largest, most impactful political advocacy organizations tackling drinking water contamination, the rapidly-worsening impacts of climate change, and efforts to undermine our access to the ballot – is seeking a full-time Development Director to foster a culture of philanthropy within our organization, direct strategies to develop stronger, more sustainable financial support across our family of organizations, deepen relationships with supporters across the state, and elevate Michigan LCV as a resource and an outlet for generous people interested in contributing to a mission that matters.

The ideal candidate will be a strategic and critical thinker who can grasp onto broad, ambitious goals and motivate a team to deliver on them. They will know how to craft a comprehensive fund development plan and how to effectively manage a team of staff, board members, and supporters to deliver on that plan. They will be creative and appropriately opportunistic about seizing new opportunities for growth that align with a larger strategic plan and they will be a persistent, reliable leader. This position offers the opportunity to institutionalize philanthropy and fund development within a fast-paced, growing political organization, lead and develop a team, and expand Michigan LCV’s impact in the Great Lakes State.

About the Michigan League of Conservation Voters

The Michigan League of Conservation Voters is a statewide political organization whose mission is to elect pro-conservation candidates to office and to hold all decision makers accountable for protecting Michigan’s drinking water, attacking climate change, and expanding access to the ballot. We work closely with elected officials, business leaders, partner organizations, and advocates from across the state, and we have built a reputation as the leading, non-partisan political voice for Michigan’s land, air, and water.

Michigan LCV is an equal opportunity employer. We assure equal treatment in hiring selection, promotion, transfer, compensation, benefits, training, discipline, and other personnel practices and terms or conditions of employment without regard to race, color, religion, sex, age, national origin, height, weight, marital status, genetic testing status, veteran status, disability, sexual orientation, gender status, or any other protected class established by all applicable federal, state and local laws and ordinances.

Job Responsibilities

This position reports to Senior Director of Development & Partnerships, is ideally based in Southeast Michigan or the Grand Rapids metro area, and is responsible for the following:

- Charting a course for long-term fund development that includes a balanced mix of donor sources and solicitation programs that attract, motivate, and retain donors and ensuring those sources and programs align with our organization’s values, mission, and plans
- Designing and implementing strategic, cost-effective fund development programs that drive toward annual goals, reflect our brand and our annual plan, operate efficiently, and deliver a solid return on investment

- Overseeing all of the organization's fund development activities, including day-to-day operations of the development arena and coordinating with other staff, board members, and volunteer fundraisers
- Recruiting, managing, and helping develop staff by fostering collaboration, holding them accountable for goals, providing regular feedback, and supporting their professional development
- Providing regular updates on strategy, metrics, and progress to the leadership team, staff, and Board of Directors that motivate action, deepen understanding of the strategy, and provide insight into internal and external forces and trends playing a role in fund development efforts
- Evaluating outcomes of programs and plans as well as recommending and implementing changes that apply lessons learned and increase effectiveness
- Participating in all Michigan LCV political election work – doing the hard work of campaigning, which means volunteering yourself to do door-to-door field canvassing, text and phone banking, and attend campaign events

Qualifications

We are seeking a Development Director who is a **strategic and confident leader**, an **empowering, inclusive manager of staff and partners**, and an **organized, thorough manager of fund development programs**. You should have:

- At least 5 years of experience in taking ambitious fundraising goals and structuring them into clear, achievable fund development plans that deliver results and meet deadlines
- Experience developing and maintaining strong relationships with donors, boards of directors, and a wide range of stakeholders
- A proven track record of managing high-performing teams of staff and partners who represent a rich mix of people across race, gender, sexual orientation, and other group identities
- An ability to communicate clearly and compellingly in any format using strong writing, public speaking, and interpersonal skills
- A positive, problem-solving mentality and an eye for opportunities to innovate, solve problems, and take creative approaches to continually improve
- Excellent time and project management skills, including the ability to prioritize tasks and understand how to most efficiently and effectively reach goals
- Understanding of the importance of storytelling and personal connection to inspire giving
- Reliable access to transportation for travel across the state, the internet, and a phone to use for work purposes as well as the ability to participate in campaign activities, either phone banking or canvassing
- Cultural Competence:
 - Demonstrated awareness of one's own cultural identity and the ability to learn and build on varying community norms
 - Commitment to equity and inclusion as organizational practice and culture
 - Understanding of how environmental issues intersect with racism, economic and social inequality in the U.S. and has a passion for working to dismantle these systems

Compensation & Benefits

The starting salary for this position typically ranges from \$75,000 - \$91,000 depending on experience. Michigan LCV offers a benefits package that includes health, dental, and vision coverage, long-term and short-term disability coverage, life insurance coverage, a retirement savings program, reimbursements for business-related travel, a generous paid time off policy, and a team of smart, funny, and kind colleagues working together to deliver on a mission that matters.

How to Apply

[Click here to apply](#). Applications will be reviewed on a rolling basis.

