



## **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 the organization 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 the Chief of Staff, is ideally based in Southeast Michigan, 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 candidates who are tenacious, self-starters, problem-solvers, and innovators, who will live our mission every day. 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
- Experience with seeking and receiving commitments for planned gifts
- 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 views about differences as well as the ability to consistently bring a high level of self-awareness, empathy, and social skills to work and interpersonal interactions
  - Desire to build and sustain robust, authentic, and productive working relationships with colleagues and partners across difference
  - 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
  - Ability to communicate clearly and directly with colleagues, working to match intent and impact in interactions, and being proactive to resolve conflicts and misunderstandings, especially across difference, as well as ability to consistently give both positive and developmental feedback to support learning, excellence, and personal growth

## **Compensation & Benefits**

Step 1 (<6 years of paid and direct experience): \$89,000

Step 2 (7+ years of paid and direct experience): \$94,000

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. If you need accommodation or assistance with our online application, please tell us how we can make this process accessible to you by emailing [jobs@michiganlcv.org](mailto:jobs@michiganlcv.org) or by calling us at (734) 222-9650.

We know not all strong candidates will have every skill we list. We still want to hear from you. Research shows that women, non-binary people, disabled people, and people of color are less likely to apply for a position if they don't meet every skill listed. At Michigan LCV, we believe our collective differences enable us to make better decisions, drive innovation, and deliver impactful results. We are committed to creating racial justice and equity within the environmental movement, and we know that begins with us doing the work ourselves.