



**POSITION PROFILE**  
**DIRECTOR OF PHILANTHROPY, MONTANA**  
**THE NATURE CONSERVANCY**

As The Nature Conservancy in Montana works to achieve ambitious landscape-scale conservation and stewardship within the continental United States and Montana's largest and most intact natural systems, including the Crown of the Continent, Greater Yellowstone, and Northern Montana Prairies, it seeks a Director of Philanthropy (DoP) for Montana. Candidates for the Montana DoP must be major gift fundraisers at the top of their career, excellent managers, and compelling, vision leaders with a drive for success.

The candidate for the DoP position for Montana must be an excellent manager of people as the Philanthropy staff are an experienced team and need the leadership and skills that a good manager would bring. The Montana DoP position offers the right individual significant creative opportunity to use his/her skills to lead and strengthen a program which will exponentially increase the total amount currently raised through managed major gift prospects and increased annual sustainable funding. A key responsibility of this position will be leading, managing, and developing a philanthropy team of approximately seven staff, of which the majority are in the main office in Helena with the rest in Bozeman, Montana, to reach the next phase of growth. S/he must have demonstrated the ability to work collaboratively and in teams within a complex organization and to manage for results, delegate effectively, and "manage up" and "across." The DoP will serve as part of a management team leading forty-five Conservancy employees in Montana.

The successful candidate will have the ability to manage major gifts and will have the ability to expand the annual fund and endowments over the next five years to broaden the annual sustainable base funding for the Montana Program. Key to success will be the DoP's major gift and annual fund experience, combined with an ability to lead, manage and motivate staff, volunteers, and donors, and to provide strategic direction to philanthropy efforts in support of the Conservancy's conservation vision.

The DoP must have demonstrated strategic thinking, planning, and problem-solving skills, including experience drafting and implementing complex fundraising plans and capital campaigns. S/he must have demonstrated experience in developing and implementing sound donor strategies and well thought-out cultivation processes that are coordinated with centrally managed annual giving and membership programs, principal and planned gift fundraisers, and philanthropy staff to ensure donors are being solicited for organizational priorities at the highest possible levels.

Experience recruiting, training and motivating philanthropy staff members, board members and other high-level volunteers is critical, including significantly increasing volunteer leadership engagement and giving in support of state and global conservation priorities. Montana is in the process of strengthening its volunteer leadership portfolio to include additional trustees who can be more engaged in the financial support of the chapter and the greater needs of TNC including our international work. Currently, only a handful of trustees are deeply engaged in the program's fundraising efforts and the DoP will need to work with the executive director to recruit and develop new volunteers leaders with the ability to assist in delivering new major and principal gift donors.

The following are attributes that staff and trustees believe would enhance the potential for success:

- Proven experience as an effective leader and manager of fundraising teams,
- An established reputation as a leader in the Philanthropy community,
- A passion for and the ability to communicate,
- The DoP must have at least 7 to 10 years of fundraising experience or related experience, including experience raising gifts of six- and seven-figures, and complex gifts within the context of a cultivation management system. It is critical for the DoP to have experience cultivating, soliciting, and stewarding high-wealth individuals, foundations, and corporations, and s/he must be a leader who has demonstrated the ability to “close the deal,”
- The Nature Conservancy’s mission and projects, and their relevance to the environment, the economy, and the health of our communities,
- Experience working within a national or globally decentralized organization,
- A level of conservation “authenticity” – an appreciation for the mission of the Conservancy and a demonstrated interest in nature and/or the out-of-doors,
- Sophisticated understanding of complex donor data bases, and
- Experience developing and managing departmental budgets.

This position offers an excellent leader and fundraiser the opportunity to join the staff of the largest, most successful conservation organization in the world, and one of the 20 largest charities in the United States. National philanthropic organizations and watchdog groups praise the Conservancy’s integrity and effectiveness. The Montana DoP will be part of a highly collaborative global fundraising team focused on donor-driven major and principal gifts fundraising from donors within the state and around the world. S/he will be supported by training, prospect research, gift planning expertise, best practices, and a host of centralized and regional programs and services.

As part of the Montana Program, the DoP will be a member of a highly professionalized, passionate team of leaders, fundraisers, and conservationists committed to achieving the Conservancy’s mission locally and globally.