



Job Posting: Director of Development

Eastern Shore Land Conservancy (ESLC), one of Maryland's leading conservation organizations, has an opportunity for an experienced fundraiser to join our team as Director of Development. The Director of Development plays an essential role in increasing fundraising success at ESLC by leading all aspects of our development work. The Director will lead a multi-faceted donor acquisition, cultivation, and stewardship effort, including working with individual donors and corporate partners. The Director supervises the Development Manager, annual appeals, events, and the management of ESLC's donor database. Playing an essential role in building the capacity to fuel ESLC's important conservation mission, the Director will also be a member of the organization's senior management team. Ideal candidates for this position should have a strong background in successful non-profit fundraising, excellent verbal and written communication skills, an eye for detail, and a capacity to thrive in a dynamic work environment.

The Director of Development will report to the President and CEO and will work out of ESLC's office in downtown Easton, Maryland. This is a full-time position offering an annual salary range between \$70,000 - \$90,000, as well as a competitive benefits package that includes health, vision, and dental insurance, as well as an employer-sponsored retirement account, and paid time off (PTO). To apply, please send cover letter and resume to: hr@eslc.org. ESLC will accept applications for consideration through December 6, 2024.

Responsibilities

- Develop and implement strategies to increase individual and corporate giving, including the identification, cultivation, and stewardship of donors.
- Expand the fundraising effectiveness of our suite of annual events.
- Craft compelling messages for donor communications, including annual appeals, donor acknowledgements, and promotional materials.
- Collaborate with current ESLC supporters to network and bring new donors to the organization through introductions and a robust calendar of events.

- Supervise and mentor the Development Manager and other staff as may be assigned over time.
- Coordinate closely with the President and CEO on Board of Directors' relationships and cultivation.
- Develop and manage the annual development department budget.
- Manage and maintain the organization's donor database, and utilize database information to enhance fundraising effectiveness.

Position Requirements and Qualifications

- Bachelor's degree with at least three to five years of active direct fundraising experience, or an equivalent combination of education and experience.
- A proven ability to solicit contributions.
- Experience managing donor database software.
- Event management experience.
- A knowledge of, and passion for, the conservation of Maryland's Eastern Shore.
- Outstanding verbal and interpersonal communication skills; as well as exceptional written communication skills.
- Disciplined self-starter, capable of working independently as well as part of a team.

Eastern Shore Land Conservancy

Eastern Shore Land Conservancy works to conserve, steward, and advocate for the unique rural landscape of the Eastern Shore. Our vision is an Eastern Shore that is forever a special place of diverse and abundant natural resources and thriving rural economies. We are Maryland's leading regional land trust, with more than 65,000 acres preserved, including more than 320 easements across our six-county operating area. Our team of 11 highly dedicated professionals work out of our offices at the Eastern Shore Conservation Center in historic downtown Easton. ESLC is proud to be a fully accredited land trust, as well as meeting Maryland Nonprofits' Standards of Excellence.

The Eastern Shore of Maryland is a region rich in diversity of all kinds, from our people to our natural resources. The future of this iconic place depends on the engagement of everyone, from all backgrounds and experiences. ESLC values diversity in all its forms and encourages all qualified individuals to apply.