

## Utah Associate Director of Development II

### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

### What We Can Achieve Together:

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The Associate Director of Development II (ADoD II) works closely with the development team to plan, implement, and coordinate effective multi-year strategies and plans for gift prospects, including corporate, foundation, and/or individual donors.

The ADoD is responsible for managing a portfolio of qualified donors and building strong relationships. They will cultivate donors from annual giving to major and principal level gifts and planned gifts. They will be responsible for direct asks to both global and local priorities to meet funding needs. They will discuss assets proficiently and listen for opportunities for gifts of assets or other non-cash gifts, such as planned gifts and trade lands. The ADoD provides opportunities for donors to receive recognition and increase future giving. They involve and engage appropriate staff in the field and at the Worldwide Office, keeping them apprised of interactions, issues and/or concerns, and address questions as needed. They are capable of featuring the programs of the Conservancy in detailed terms and can confidently discuss legacy giving opportunities. The ADoD understands project budgets and may build proposal budgets utilizing this knowledge. They will develop a referral network as needed and may manage formal and/or informal networks of volunteers. They will be required to use the Conservancy's donor database and may develop proposals.

## What You'll Bring:

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- Bachelor's degree and 6 years related fundraising experience or an equivalent combination.
- Experience building and maintaining long-term relationships with fundraising constituents.
- Experience in asking for and closing gifts of \$100,000 or more.
- Experience in managing and tracking multiple prospects and donors.
- Experience stewarding donors to a greater level of giving.
- Experience working with fundraising principles and best practices.

## DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Excellent verbal and written communication skills.
- Ability to design and manage fundraising plans, including individualized cultivation, solicitation and recognition plans.
- Understanding of the mission and goals of the Conservancy and ability to effectively communicate those goals to prospective and existing donors.
- Ability to educate and inform prospective and existing donors about appropriate giving vehicles.
- Working knowledge of charitable gift planning.
- Experience working with cross-functional teams, preferably in a large non-profit.
- Experience, coursework, or other training in current trends in charitable giving in the areas of capital campaigns, major gifts or planned giving.

## What We Bring:

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Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

## Salary Information:

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The starting pay range for a candidate selected for this position is generally within the range of \$92,840 to 103,500 for annual base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

## Apply Now:

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To apply for job ID 56054, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM EST on 1/16/25. Need help applying? Visit our [recruitment](#) page or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

## Our Competencies:

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<b>BUILDS RELATIONSHIPS</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>COLLABORATION &amp; TEAMWORK</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>COMMUNICATES AUTHENTICALLY</b>	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>DEVELOPS OTHERS</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
<b>DRIVES FOR RESULTS</b>	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
<b>LEVERAGES DIFFERENCE</b>	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
<b>SYSTEMS LEADERSHIP</b>	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

**The Nature Conservancy is an Equal Opportunity Employer.** Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to [applyhelp@tnc.org](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.

***For Internal Reporting:***

Job Title: Utah Associate Director of Development II

Job Family: Development

Internal Job Code: 170004

Salary Grade: 8

Status: Salaried

PeopleSoft Job ID Number: 56054

Date: December 2024