



Director of Development Job Description

Director of Development

Title: Director of Development

Status: Full Time, Exempt (35 hours/week)

Reports to: Executive Director

Supervises: Communications and Community Engagement Coordinator

Location: Stowe, Vermont, with some flexibility for occasional remote work

About Stowe Land Trust

Stowe Land Trust is a respected, member-supported 501(c)(3) conservation nonprofit serving the greater Stowe area since 1987. The organization has conserved more than 7,200 acres and completed 37 conservation easements that protect the region's forests, farmland, and recreational landscapes.

Our mission is to conserve the scenic, recreational, and ecological resources of the greater Stowe area for the benefit of the community and future generations.

Stowe Land Trust recognizes that effectively serving our community requires including voices from across it. We encourage historically marginalized individuals including members of Indigenous communities, people of color, transgender and nonbinary individuals, LGBTQIA+ individuals, and people with disabilities to apply.

Learn more at www.stowelandtrust.org

The Opportunity

Stowe Land Trust seeks an experienced and strategic **Director of Development** to lead the organization's fundraising program and support its continued growth.

This senior leadership role oversees a comprehensive development program to meet annual fundraising goals. The Director will lead major gifts, annual giving, foundation partnerships, and campaign strategy while strengthening the systems and relationships that sustain long-term conservation work.

The successful candidate will be a relationship-driven fundraiser with a demonstrated ability to secure six-figure gifts, cultivate meaningful donor partnerships, and guide sophisticated fundraising strategies. The Director will also help position the organization for future capital and comprehensive campaigns that support major conservation initiatives.

While the role is primarily focused on fundraising, the Director will provide strategic oversight of communications and marketing, ensuring that messaging and storytelling effectively support philanthropic engagement.

The Director of Development will serve as a key member of the leadership team and work closely with the Executive Director, Board of Directors, and staff to build a strong culture of philanthropy across the organization.

Key Responsibilities

Fundraising Leadership

- Lead and execute a comprehensive development strategy that supports annual fundraising goals.
- Build and manage a portfolio of major donors and prospects capable of making major gifts
- Partner with the Executive Director and Board to strengthen donor relationships and fundraising engagement.
- Identify new philanthropic opportunities and expand the organization's funding base.
- Oversee foundation and grant strategy including prospect research, proposal development, and reporting.

Campaign Strategy

- Provide strategic leadership for major fundraising campaigns, including campaign planning, prospect development, and volunteer engagement.
- Help design and execute future capital or comprehensive campaigns that advance the organization's conservation priorities.
- Coordinate with consultants and campaign volunteers as needed.

Donor Engagement and Programs

- Oversee the organization's annual giving and membership programs.
- Lead donor cultivation events and stewardship strategies.
- Expand planned giving and corporate partnership initiatives.

Communications Strategy

- Provide strategic oversight of communications and marketing to ensure alignment with fundraising priorities.
- Guide messaging and storytelling that inspire philanthropic investment in conservation.
- Supervise the Communications and Community Engagement Coordinator.

Leadership and Collaboration

- Serve as a member of the organization's leadership team.
- Partner with program staff to translate conservation priorities into compelling funding opportunities.
- Support board members in their fundraising roles and strengthen the organization's culture of philanthropy.
- Assess the staffing needs of communications and development team and build out the team as needed.

Qualifications

- Bachelor's degree or equivalent experience.
- 7–10+ years of nonprofit fundraising experience, including major gifts.
- Demonstrated success closing major gifts.
- Experience managing or contributing to large annual fundraising programs.
- Experience participating in or helping lead a major fundraising campaign.
- Strong relationship-building and donor stewardship skills.
- Excellent written and verbal communication abilities.
- Passion for land conservation and community-based nonprofit work.

Salary

\$90,000–\$110,000, commensurate with experience.

Benefits

- Medical insurance
- Retirement benefits
- Disability and life insurance
- Paid holidays
- Vacation leave
- Family and medical leave
- Parental leave
- Professional development opportunities
- Wellness benefits and staff outings

To Apply

Please submit a cover letter and resume at stowe-land-trust.breezy.hr/p/8cc30c94bdc4-director-of-development.

Applications will be reviewed on a rolling basis.

Stowe Land Trust is an Equal Opportunity Employer and does not discriminate in hiring or employment on the basis of race, color, religion, national origin, sexual orientation, gender identity, age, disability, veteran status, or other protected status.