



POSITION SPECIFICATION

VICE PRESIDENT OF DEVELOPMENT,
PACIFIC FLYWAY

National Audubon Society

San Francisco, CA

Leadership Search Partners

is a search firm focused exclusively on the nonprofit sector. Based in Berkeley, the firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director, Scott Staub, ACFRE

is leading this search assignment. Inquiries may be made, in confidence, to Scott Staub at scott@leadershipsearch.com.



TITLE: Vice President of Development, Pacific Flyway

ORGANIZATION: National Audubon Society

LOCATION: San Francisco, CA

REPORTS TO: Chief Development Officer

MISSION

Our mission is to conserve and restore natural ecosystems, focusing on birds, other wildlife, and their habitats for the benefit of humanity and the earth's biological diversity.

ABOUT THE NATIONAL AUDUBON SOCIETY

Founded in 1905, the National Audubon Society is one of the most venerable conservation organizations in the world. Audubon follows birds to ecosystems, conserving them for wildlife, for people, and for the earth's biological diversity. Today, Audubon enjoys a widely respected centrist brand, a powerful legacy of conservation success, deep loyalty among its supporters, and the clarity that springs from working for the benefit of birds and the places they need to survive and thrive.

Audubon works to save birds through conservation and advocacy firmly grounded in science. As leaders in applied bird conservation science, Audubon engages in research and analysis to support the development of its programs, to build its authority as a science-led thought leader, and to inform and evaluate the work of Audubon and its partners.

Audubon's powerful distributed network has an unparalleled reach. No other conservation organization matches the size, reach, scale, influence, diversity, and creative energy of its chapters, nature centers, staff, volunteer leaders, and US and international partners. At its best, the network has the knowledge and credibility to care for birds, and the places they need, in communities across the country - and it unites to tackle big challenges facing birds that cannot be solved by any single part of the network alone.

By connecting the work of the Audubon network - 463 Chapters, 41 nature centers and sanctuaries, 22 state offices, more than 650 staff members, 1 million members and volunteers, and U.S. and international partners - along each of the four major migratory flyways of the Americas, Audubon weaves a seamless web of conservation for birds and other migratory and non-migratory species. By working toward common flyway conservation goals, Audubon is having greater impact, and by coordinating resources, physical assets and expertise, it is dramatically increasing its efficiency across the network to address the most pressing conservation issues of our time.



Audubon is focused on five cross-cutting conservation strategies--climate, coasts, working lands, water, and bird friendly communities. The organization has built a scientific foundation for each of its strategies, established clear goals and is mobilizing its powerful network to achieve conservation wins at scale. Audubon also has a clear-eyed focus on increasing diversity and promoting inclusion.

Audubon is putting more than \$100 million annually to work on conservation (compared with \$73 million just five years ago). This new robust Audubon is a strategic, pragmatic, responsive, integrated organization that can tap people's passion for bird-centered conservation and translate it into action.

ABOUT THE OPPORTUNITY

Audubon seeks a dynamic leader to serve as the Vice President of Development, Pacific Flyway in leading the organization to its next level of conservation and fiscal success. The leader will build on the rich history of conservation and expand Audubon contributions to conservation throughout the Pacific Flyway.

The Vice President of Development, Pacific Flyway will exercise leadership and management responsibility in developing fundraising strategies to meet ambitious contributed revenue goals and deepen relationships with existing and potential major donors in the region. This will include working closely with the Audubon state directors, staff, and Audubon's key volunteer leaders to realize strategic regional and national priorities.

The position will report directly to the National Audubon Society's Chief Development Officer, Sean O'Connor.

Key Responsibilities

- **Leadership**
 - Provide leadership, management, and mentoring to development staff; provide guidance on best practice and strategy when needed
 - Partner with leaders across the organization in order to deliver effective strategies for donors, leveraging Audubon's state/regional and national Development staff
 - Communicate and collaborate effectively with national development team, peer Flyway VP's, state executive directors, key state and chapter board members in the region, and other key staff in the Audubon network
 - Partner effectively with colleagues to ensure that every donor has an optimal level of interaction with Audubon volunteers, leadership and program staff

- **Fundraising**

- Develop, refine and implement the strategy for fundraising in the Pacific Flyway that maximizes potential giving
- Direct the work of regional team of fundraisers in order to develop and implement local mid-level fundraising programs and donor cultivation opportunities that maximize giving
- Manage an active portfolio of major donors and prospects by creating and implementing personalized cultivation and stewardship plans and gift requests for each donor within portfolio; assign other donors as appropriate
- Play a key role in fundraising and ensure Audubon's ability to cultivate and solicit major donors, foundations, and corporations to significantly increase contributions
- Play an active role in fundraising for regional priority projects across the Pacific Flyway working with state directors, program managers and other supporting staff
- Analyze reports on donor interactions to make strategic decisions for the program to maximize giving opportunities. Prepare and present information and progress to Audubon's senior management team and other stakeholders

Professional Experience/Qualifications

Experience:

- Ten or more years of substantial and progressively responsible professional experience, including 4+ years of experience supervising professional staff
- Demonstrated experience overseeing complex or multiple projects through to success, including meeting financial goals and coordinating the work of key staff and partners
- Demonstrated success in fundraising; experience with major donors, foundations, corporations; Track record of soliciting and closing six-figure gifts with experience in seven-figure gifts a plus
- Experience in working in a complex, matrixed organization with local affiliated partners and/or state/regional offices



Skills:

- Strong leadership skills, with an entrepreneurial spirit and strong business and management skills; Demonstrated ability to inspire and motivate staff, volunteers, donors, and potential partners a must
- Strong strategic and implementation skills; Ability to grasp the opportunities and challenges of the organization and the role, and to work effectively with a networked structure to develop goals for state offices that integrate with national goals
- Outstanding communicator; Excellent speaking, writing and interpersonal skills
- Experience using a development database (Salesforce preferred) and high comfort level analyzing data to hone strategies and achieve goals

Personal Characteristics:

- Willingness and ability to travel routinely throughout the region and nationally, as required
- A personal commitment to environmental conservation

Education:

- Bachelor's degree required

COMPENSATION

A highly competitive compensation and benefits package will be made available to the qualified candidate

TO APPLY

Leadership Search Partners is conducting this search on an exclusive basis on behalf of the National Audubon Society. Interested candidates should apply via email by sending a letter outlining qualifications, brief bio and resume as PDF or Word documents to Stacey Konner at Stacey@leadershipsearch.com, with "Audubon VP of Development" in the subject line. Applications will be accepted through May 4th, 2018.

Inquiries may be made, in confidence, to Search Consultant Scott Staub at Scott@leadershipsearch.com.

EOE STATEMENT At Audubon, all employees are treated equally and are encouraged to achieve their fullest potential. We respect the individuality of each member of our community, and we are committed to a workplace free of any kind of discrimination based on race, color, religion, sex, age, sexual orientation, gender identity and expression, disability, national or ethnic origin, politics, or veteran status. Audubon celebrates diversity as core to our institutional values, our mission, and our vision of success.



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