



LEADERSHIP PROFILE



Director of Philanthropy (Chief Development Officer) The Nature Conservancy, Virginia Chapter

“The nation behaves well if it treats the natural resources as assets which it must turn over to the next generation increased and not impaired in value. Conservation means development as much as it does protection.”

—Theodore Roosevelt



The Organization

The Nature Conservancy (TNC) is the world’s largest conservation organization, working to make a positive impact around the world in more than 70 countries and all 50 states. Founded in 1951, the mission of The Nature Conservancy is to conserve the lands and waters on which all life depends (www.nature.org).

It is respected for its boots-on-the-ground approach, its science-based solutions, and its bipartisan, pragmatic, and collaborative style.

Since 1966, the Virginia Chapter of The Nature Conservancy, has worked in partnership with many dedicated conservationists, from visionary individuals to local, state and federal agencies, to protect more than 346,000 acres in

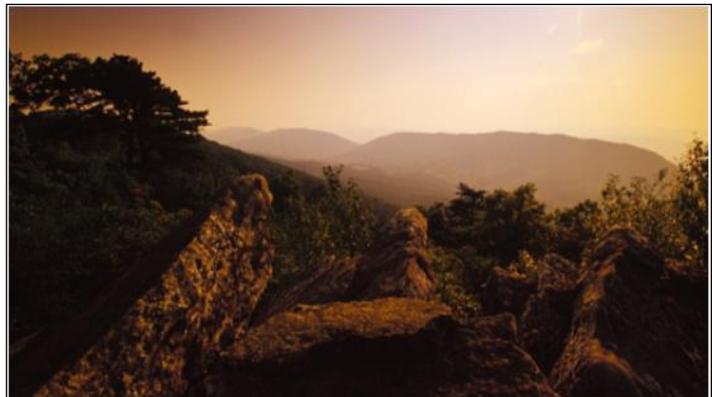


Finding leaders that matter for missions that matter®

Virginia. As a result, more than a third of all the land the Conservancy has helped protect in Virginia now lies within the boundaries of public lands.

The Director of Philanthropy

The Nature Conservancy, Virginia Chapter is seeking a Director of Philanthropy (DOP) to provide leadership, management and energy to its development program. The Virginia Director of Philanthropy is responsible for the design and execution of the organization's relationships with individuals, foundations and corporations in support of The Nature Conservancy's priorities in Virginia and around the world.



The DOP is responsible for all fundraising, which includes multi-year fundraising campaigns, major and principal gift fundraising, planned giving, donor prospecting and research, stewardship, and assisting in recruiting board members.

The DOP will be responsible for executing the five-year, \$80-million campaign, now entering its fourth year and having achieved approximately 50% of its goal. A key component of the successful campaign will be the development of a sustained capability to raise in excess of \$10M million annually in outright gifts. The DOP will be responsible for a 13-person team dispersed across the state of Virginia. He/she will be expected to provide leadership, support and motivation for the department to achieve maximum productivity, engagement and impact.

Key Responsibilities

The DOP will provide leadership, strategy and execution for philanthropic growth. The DOP must be a compelling leader with relevant experience, capable of driving sustainable growth across all elements of the fundraising mix. The position reports to the State Director and is a key member of the Virginia Leadership Team. The DOP will have the following background/accomplishments:

- **Strategy development.** The DOP will be a strategic, innovative and compelling leader who is motivated to make TNC Virginia a high performing development organization. The DOP will be effective at setting

priorities, establishing key metrics, and achieving results. He/she will inspire confidence, trust and collaboration across the organization and externally.

- **Track record of successful fundraising.** The DOP will have a track record of leading development growth in complex organizations where innovation is prized. The DOP will bring acumen from across the fundraising spectrum and have demonstrated expertise in securing sizable and complex major gifts, leading campaigns and managing strategic partnerships.
- **Designing and leading high-performing teams.** The DOP will have a record of empowering and building teams, recruiting and developing talent, and creating an environment of trust, achievement and high standards. He/she will be both an outstanding strategist and a hands-on player-coach.
- **Strong communication skills.** The DOP will be a compelling communicator with sophisticated donors, uncommonly good at representing The Nature Conservancy and connecting people to the organization. In frontline relationships with donors as well as in group settings, the DOP will be a persuasive presenter and relationship-builder, inspiring more people to get involved and support the mission.
- **Managing in complex structure.** The DOP will work with individuals and programs throughout Virginia and globally. Understanding and managing to priorities in the “federalist” model is a key success factor for the DOP. The ability to function as an integral part of a local, collaborative team as well as with peers and colleagues around the world is essential. As such, experience working in complex, matrixed organizations to successful outcome is a key requirement for the role.



PERSONAL CHARACTERISTICS

The ideal candidate will be a smart, seasoned leader who is good at fundraising and managing people and processes. Passion for environmental or conservation missions is essential. He/she will have a number of key characteristics:

- **Compelling Communication.** He/she will be a gifted communicator and marketer and must be able to achieve ambitious development goals working with key stakeholders and leaders of TNC. The ability to effectively express the critical nature of The Conservancy's mission to find solutions for the major environmental issues of our times must be compellingly conveyed to sophisticated stakeholders.
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- **Collaborative style.** The DOP will be required to partner effectively with members of the TNC Virginia leadership team to achieve its fundraising and conservation objectives. He/she will also engage with The Nature Conservancy's regional, national and worldwide functions. The ability to support the global mission while securing support and resources for Virginia will require a collaborative style to have maximum impact.
 - **Global Perspective.** While the role is focused on Virginia, the mission and impact of The Nature Conservancy are truly global. As such, the DOP secures funds that support the Virginia, North America and global priorities of TNC. The awareness and ability to converse on the myriad of challenges and opportunities facing the Conservancy beyond its Virginia borders will be critical for credibility and achievement of fundraising targets.
 - **Courage and fortitude.** As a key member of the TNC Virginia leadership team, he/she will be expected to present and "sell" points of view that may depart from current thinking and approaches. The Conservancy needs and deserves an individual with a fresh perspective and the ability to share that with the leadership team.

- **Intellectual curiosity.** The DOP will possess an intellectual curiosity that manifests itself in a continuous improvement approach to telling The Conservancy’s story, searching out new sources of funding, and exploring avenues to raise the performance of the Philanthropy team.

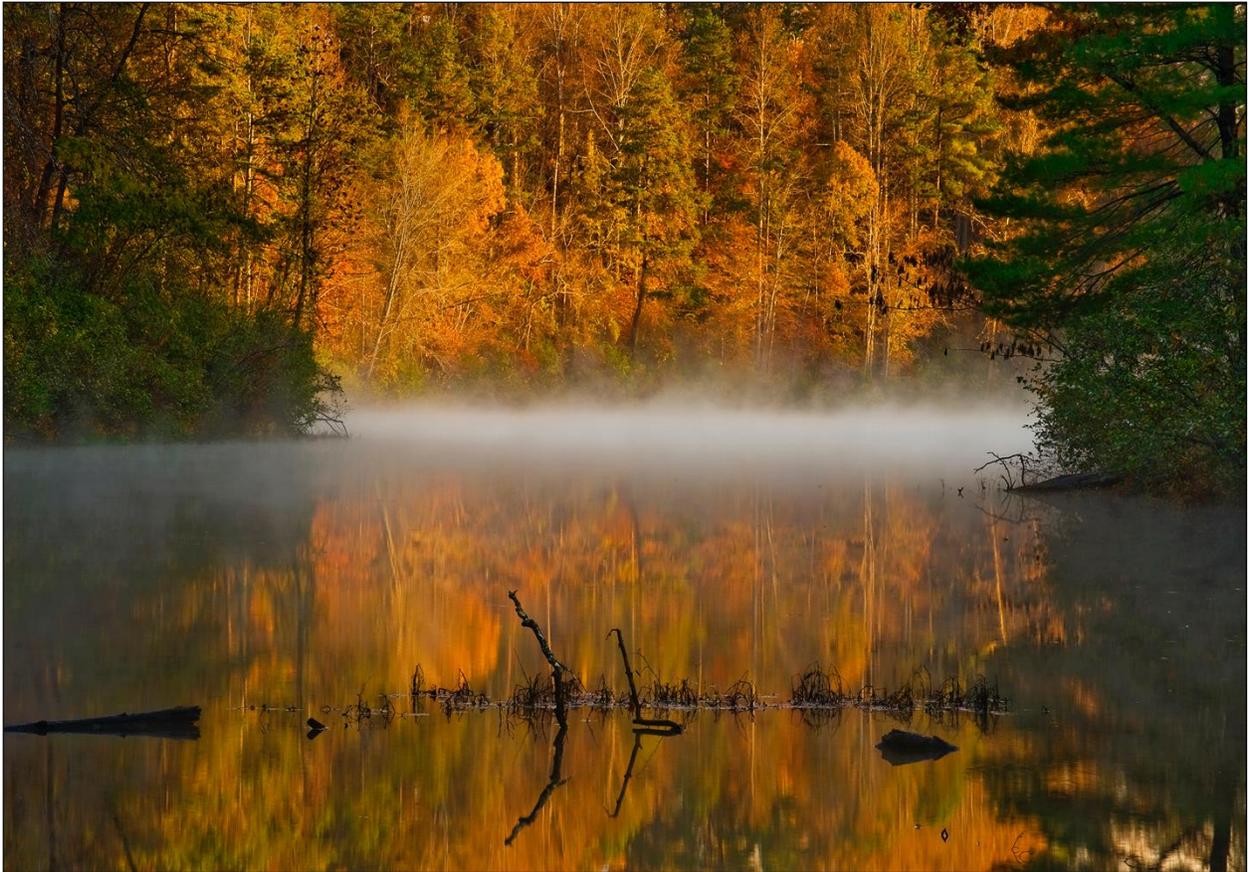
Relationships

The DOP reports to the State Director and manages a staff of approximately 13 individuals, comprised of fundraisers, donor relations and operations professionals.

Reports to:	Virginia State Director
Manages areas including:	<ul style="list-style-type: none"> • Major and leadership giving • Annual giving • Corporate and foundation fund raising • Capital campaign • Special events • Operations for development • Stewardship
Other key relationships include:	<ul style="list-style-type: none"> • Members of the leadership team including: Deputy State Director, Senior Conservation Scientist, Assistant State Director, Director of Land Management, Director of Operations and Director of Communications and Marketing • The key functions at Worldwide Headquarters • Regional Conservancy leadership • The Virginia Board of Trustees and volunteer committees and leaders • Peers at partner and colleague organizations

THE LOCATION

The Director of Philanthropy is based at the Virginia Chapter's Charlottesville office, and will be expected to travel around the state to work with staff and potential donors.



The Nature Conservancy is an equal opportunity employer, and we are developing a diverse slate of compelling candidates for formal consideration.

For potential consideration or to suggest a prospect, please email

**TNCVA@boardwalkconsulting.com. You may also call
Alton Adams or Sam Pettway at 404-262-7392 or
Paula Nicholas at 615-293-4176.**
