



Development Director

Salem Sound Coastwatch (SSCW) seeks a Development Director to join its small but dynamic and passionate team. The Development Director is responsible for the planning and execution of all fundraising efforts from the private sector and will work with the Executive Director, staff, and the Board of Directors to create and implement a comprehensive development strategy that advances individual giving, business giving/sponsorships, and fundraising.

About Salem Sound Coastwatch: SSCW is a 35-year-old environmental non-profit that is leading the way to a healthier sea and shore. As the voice of the Salem Sound rivers, salt marshes, beaches, islands and estuaries, we expand and share local environmental knowledge and stewardship actions across the watershed through our School to Sea, Community Science, and Coastal Resiliency programs. SSCW's work is funded by individual and corporate donations, municipalities, foundations, governmental grants, and the Massachusetts Bays National Estuary Partnership. SSCW has an office in Salem MA. More information at salemssound.org.

Responsibilities:

- Designs and implements a comprehensive development plan with specific goals, strategies, and budget that advances philanthropic giving by individuals, corporations, and foundations.
- Develops metrics and prepares reports to measure success of the development plan.
- Collaborate with staff using Bloomerang, fundraising software, to assure timely and accurate donation processing, gift acknowledgements, and tracking of all development information.
- Conducts prospect research, identifies new supporters, and cultivates relationships with existing donors, foundations and corporations.
- Directs and coordinates fundraising activities including SSCW's annual 5K Run for the Beach, year-end appeal, and appreciation and "friend-raising" events.
- As part of the SSCW team, influences SSCW's written and electronic communications, marketing and public relations efforts to ensure that key messages are conveyed consistently to a range of audiences including individuals, corporate sponsors, foundation leaders, the media, and government officials.
- Serves as the staff liaison to the Board Marketing Committee and works closely with this committee to reach communications and fundraising goals.
- Works with Board members to build fundraising skills and take on active fundraising roles.

Qualifications:

- Demonstrated interest and commitment to environmental issues and organizations.
- Three years of development experience.
- Ability to take initiative, construct, articulate, and implement short-term and long-term strategic development plans.



- Excellent team building skills, with demonstrated ability to lead and motivate in a creative and fast-paced environment.
- Outstanding oral and written communication skills.
- Effective planning, organizational, and time management skills and keen attention to detail.
- Ability to multi-task and adapt to a fluid and evolving program environment.
- Flexible style, a leader who can positively impact both strategic and tactical fundraising initiatives.
- Ability to work both independently and as a team player to productively engage with others of varying levels and backgrounds.
- Bachelor's degree required, or equivalent relevant experience.

Location: This position is based out of our office, 12 Federal Street, Salem MA. Remote work from home may be possible for 1 or 2 days/week.

Schedule: Full-time exempt (30-40 hours) with options for flexible scheduling. This position requires occasional early morning, evening meetings, and weekend events.

Salem Sound Coastwatch is committed to cultivating a diverse staff that is representative of the communities we serve. SSCW allows for flexibility to accommodate work-life balance with a combination of remote and onsite. Employees schedule their time around programming needs, which will vary throughout the year. When necessary to work an occasional evening or weekend day, compensatory time may be taken within the next month. SSCW is an Equal Opportunity Employer, and does not discriminate based on age, class, color, disability, ethnicity, faith, gender, national origin, race, or sexual orientation. We are committed to diversity, equity, and inclusion in hiring, workplace, and work. Individuals with backgrounds or identities underrepresented in the environmental marketing field are encouraged to apply.

Salary: \$65,000 – \$80,000 commensurate with qualifications and experience. We do not provide reimbursement for relocation expenses.

For more information, see salemsound.org.

Application: email cover letter, 3 references, and resume to barbara.warren@salemsound.org

Barbara Warren, Executive Director
Salem Sound Coastwatch
12 Federal Street, Salem MA 01970

Position available immediately