



Job Title: Development Director
Reports to: Executive Director
Supervises: Development Associate
Job Status: Full Time, Exempt
Salary: \$95,500
Benefits: Generous Performance Bonus Program, Equity Pay Program, Health and Dental and Vision Insurance 100% Employer Paid, 403B w/ Employer Match (3-6%), Short and Long-term Disability Insurance, Life and AD&D insurance, Generous Paid Time Off (Vacation, Sick Leave and Holidays), Hybrid Work Location and Flexible Schedule Options, Dependent Care Assistance Plan, Health Savings Account, Outdoor Industry Pro Deals. Benefits are flexible to meet the unique needs of the employee.

Why Work for Thorne?

Thorne believes that kids grow better in nature, do you? If so, you would be an ideal fit as the Development Director on our team. This position has the opportunity to help raise funds that support Environmental Education programming for the youth of our community, with an emphasis on scholarships for historically excluded youth, to ensure ALL Boulder County youth receive the social, emotional and health benefits that come from spending time outdoors.

At Thorne, we value our staff by ensuring a living wage for all staff and benchmarking salaries at 110% of nonprofit and environmental education sector averages and a competitive, flexible benefits package; focusing on equity and inclusion for our staff and the youth and families we serve; and offering opportunities for professional training and development.

Culture Statement:

At Thorne, we are passionate about connecting youth to nature and building the next generation of Earth stewards. Our commitment to being leaders in our field, working collaboratively, cultivating joy, and ensuring inclusivity and justice enables Thorne Nature Experience and our staff, our community, and our planet to thrive together.

Position Overview:

The Development Director is a leadership position focused on the strategic direction, growth, and overall management of the development department. The Development Director is responsible for the development and implementation of the annual fundraising plan. Additional responsibilities based on the skills and interests of the Development Director could include major donor relations, membership giving, business partnerships (gifts and in-kind contributions), foundation and government grants, design and marketing of fundraising appeals, special events, fulfillment and reporting, participation in fundraising to close out our current Capital Campaign and community outreach to promote the organizational mission.

A successful Development Director is an autonomous worker, detail and goal oriented, with demonstrated skill in relationship building, project support, information management, and verbal and written communication. They will work in collaboration with the Executive Director, program staff, and Board to increase annual revenue in support of expanded programming and mission impact as called for within Thorne's ambitious strategic plan.

The ultimate goal of this position is to help donors through their giving to Thorne fulfill their passions and interests, and our organization's mission to provide joyful, hands-on nature experiences that build the next generation of Earth stewards.

Principal Responsibilities:

- Ability to create and lead implementation of a multi-faceted development plan
- Ability to recruit, retain, empower, and support a talented team of staff and contractors that continuously grow fundraising revenue
- Maintain 25+ key individual and/or organizational donor relationships and make direct asks for gifts of \$2,500-\$100,000
- Manage submission of grant applications and reports for all current and prospective Foundation and Government relationships
- Manage individual giving program, inclusive of events, membership, and major donors
- Participate and make meaningful contributions as an active member of Thorne's senior leadership team.
- Build team specific culture which enhances the work experience for team members and builds on Thorne's organization wide culture

Job Interrelationships:

- Thorne Staff
- Thorne Board of Trustees
- Key Funders and Partners
- Key Customers and Vendors

Minimum Qualifications:

- Demonstrated success in at least one of the following areas: events, individual giving/major donor fundraising, or grant writing.
- 5 years of documented professional experience directly related to the duties and responsibilities specified. Executive-level private sector sales with extensive nonprofit board-level experience would also be considered.

Special Requirements:

- Some weekend and evening hours are required. Must be able to pass a comprehensive background check.

Desired Skills and Abilities:

- Demonstrated ability to cultivate and expand donor relationships
- Excellent organizational skills and ability to handle multiple tasks and roles, patiently and professionally in a time-sensitive environment
- Acute attention to detail
- Ability to communicate effectively with multiple audiences ranging from Thorne Staff and Board and volunteers to corporate, foundation, and individual donors and community partners and parents and children
- Effective at working with people of diverse backgrounds and levels of experience
- Capable of working as a member of a team and independently
- Excellent proofreading and writing skills
- Proficient with MS Office Suite and donor management software

Working Conditions: Work takes place in an open office setting as well as off-site meetings and events- both inside and outside. Thorne offices are located adjacent to Open Space and trails. Hybrid work is allowed.

Accommodations: Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this position.

The expectation for All Employees: Support the Thorne mission and exhibit a commitment to working collaboratively, with integrity and respect for fellow employees, associates, and our communities. Embracing personal responsibility and accountability for your job.

Inclusive Recruiting Policy Statement: Our goal is to increase diversity amongst our staff at Thorne. We do so by providing equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation or any other protected characteristic. It is the policy at Thorne to attempt to reach diverse pools of applicants throughout the hiring process by following the Equitable Recruiting Procedure. We provide equity pay to help reduce barriers to employment for individuals historically excluded from working in nonprofit and environmental education organizations.

Thorne Mission and History: Thorne Nature Experience is a non-profit organization committed to building Earth stewardship by providing youth with joyful, hands-on, place-based environmental education experiences that foster an emotional connection to nature. Founded in 1954, Thorne has a rich history and has reached more than 350,000 children and adults through its four core programs: Summer Camp, In-School Program, Field Trip Program, and Nature Pre-School. Thorne is also the backbone organization for the E-Movement and Nature Kids/Jovenes de la Naturaleza, the nation's largest community scale environmental education project. In 2019, Thorne was named the top regional environmental education center in the country.

How to Apply: Please submit your cover letter and resume to Sandra@thornenature.org and include "Development Director – Your Name" in the subject line. All applicants will receive an email acknowledgment within two weeks that their information has been received. All applications will be reviewed on 12/11/23. Interviews will begin 12/14/23. Those candidates selected to move forward in the hiring process will be contacted directly. Position is expected to start mid/late January. If you are interested or have any questions, please reach out to us.

For more information on Thorne, please visit our website at www.thornenature.org.