



Outdoors for All Foundation Job Description

Job Title: Development Director

Job Summary: Leadership of a growing Development team of 3 FTE that collaborates closely with Marketing and Communications to support philanthropy and meet an annual operating budget of \$5 million. In addition to annual fundraising, the Development Director will support a 2-year, \$8 million capital campaign that will purchase the organization's headquarters in Bellevue. The individual should have both strategic-level and practical/tactical thinking, leadership and management capability, and a passion for the organization's mission and vision.

Responsible to: Executive Director

About Outdoors for All Foundation:

Outdoors for All Foundation has been breaking down barriers and building community through the power of adaptive recreation across Washington state since 1979. What began as a ski program for 35 youths with disabilities has grown into a nationally recognized nonprofit offering year-round programs, including skiing, snowboarding, kayaking, rock climbing, cycling, hiking, day camps, and more. We serve people of all adaptive needs, including mobility, cognitive, sensory, developmental, and behavioral disabilities, by offering year-round opportunities and financial aid (covering up to 90% of program costs) to remove barriers of cost and transportation.

Now in our 46th year, we proudly serve over 2,500 children and adults with disabilities, providing 7,500 experiences annually, thanks to the incredible support of more than 850 volunteers and 100 community partners and hundreds of donors.

Key Responsibilities:

Development Planning and Execution: Design, develop, and execute annual and multi-year fundraising plans.

- Lead development team to implement strategies, tactics, and activities to achieve philanthropy goals and create an optimized donor engagement.
- Assess annually, through quantitative and qualitative analysis, all fundraising activities and the metrics associated with donor experience to ensure quality, productivity, and relevance.
- Ensure all donations and pledge processing are handled with the highest levels of stewardship, accuracy, security, and timeliness.
- Collaborate with Marketing and Communications on strategies to engage donors, partners, and community members through effective communications.

Board Relationship: Serve as a key liaison between the executive leadership team of 4 and the 15-member Board of Directors. Work collaboratively with the Executive Director to maintain regular communication with board members, providing updates on development performance, strategic initiatives, and significant developments.

Budget Oversight: Collaborate closely with the Executive Director and executive leadership team to develop and manage Outdoors for All's budgets, ensuring efficient use of resources and alignment with organizational goals.

- Provide support and leadership in the development of Outdoors for All's annual budget in collaboration with staff, departments, and the Board of Directors.
- Support the development of multi-year financial plans and forecasts to guide Outdoors for All's long-term programmatic sustainability.
- Assess the need for budget adjustments in response to changes in funding, expenses, or development priorities.

Skills and Experience:

- Demonstrated success as a philanthropic leader.
- Ability to influence and engage a wide range of donors/investors and build long-term relationships.
- Strong public speaking and presentation presence.
- Experience leveraging donor data from a donor relations CRM system to drive donor strategy, and to assist with recognition, engagement, and stewardship.
- Top-notch writing, verbal, and analytical communications skills and ability to develop rapport and credibility across the organization and the community.
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical resource development initiatives.
- Tackles ambiguity with innovation and creativity.

Requirements:

Education: Bachelor's degree; advanced degree and/or C.F.R.E. preferred.

- Equivalent experience may substitute for education.

Qualifications:

- Ten years of experience working in cross-functional team environments, specifically in non-profit resource development or fundraising programs.
- Experience in strategic planning, budget management, and program evaluation.
- Passion for outdoor recreation and a commitment to access to outdoor recreation.

- 5 years of team management/leadership in Development or similar field
- Efficiency with Salesforce is a plus.

Salary Range: \$100,000 - \$125,000

Status and Schedule: Full-time, exempt; Mon – Fri 9 am – 5 pm; hybrid schedule available

Benefits:

- Medical and dental coverage
- Three weeks' vacation, nine paid holidays, and sick leave
- 403B retirement plan matching of 3%
- Summit at Snoqualmie season pass
- Professional development association membership and educational funding
- Other benefits as outlined in the Outdoors for All Employee Manual.

Application Process:

To apply, please send a copy of your resume and cover letter to info@outdoorsforall.org. This position will remain open until it is filled.