

## Associate Director of Development, Caribbean Division

### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

### What We Can Achieve Together:

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The Associate Director of Development, Caribbean (ADOD) is a senior-level fundraising position which develops, implements, and manages effective multi-year strategies and plans for the cultivation and solicitation of gift prospects, with a particular focus on individual donors and/or family offices and foundations. The ADOD will identify and engage new individual prospective donors who are currently affiliated and unaffiliated with TNC and seek to motivate them to invest in TNC's conservation mission in support of our work across the Caribbean. The ADOD will develop qualification, cultivation, solicitation, and stewardship strategies for a portfolio of donors interested in supporting TNC's conservation efforts in this region and in collaboration with TNC's executive, conservation, and fundraising leadership and with TNC's network of committed volunteer leaders, donors, partners and friends. . The donors managed by the ADOD will require sophisticated relationship management, a high degree of knowledge of assets and ownership structures, and an expert understanding of the factors influencing philanthropic giving. They will focus on long-range strategic priorities and be responsible for donor strategy and proposal development, working with conservation and development staff, as well as donors, to create transformational giving opportunities. The ADOD reports to the Director, Regional Strategic Development, and will be a member of the World Office Global Development Team. They will be part of a cross-cutting global team focused on engaging global citizens in wealth centers around the world who are seeking to improve conservation and environmental outcomes, for both people and nature. The ADOD will have a strong dotted line to the Executive Director of the Caribbean Division and work closely with other leaders within the Division.

The ADOD understands and applies complex principles of developing donor strategies and builds strong relationships with a portfolio of new and current donors and prospects. The ADOD will cultivate donors from annual giving to major / principal or planned gifts. They will be responsible for direct asks in support of Caribbean Division priorities to meet funding needs. They discuss assets proficiently and listen for opportunities for gifts of assets or other non-cash gifts, such as planned gifts and trade lands. They will incorporate blended gifts and gifts of assets in proposals to donors. They are capable of discussing the priorities of TNC writ large and in the Caribbean. They understand organizational budgets and are proficient utilizing this knowledge to build proposal budgets. They have knowledge of charitable giving with a focus on high-net-worth individuals and the ability to discuss complex charitable gift options with donors. They will work across global markets and other business units, with a focus on raising funds for TNC's Caribbean Division. They will work across Conservancy chapters and programs and manage a referral network. The ADOD will staff leadership as a moves manager as appropriate and participate in the Caribbean Division's staff Leadership Council. They will manage assigned trustee relationships and/or volunteer engagement. They will be required to use TNC's donor database.

### We're Looking for You:

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Are you looking for work you can believe in? At TNC we strive to embody a philosophy of Work that You Can Believe in where you can feel like you are making a difference every day. We're looking for someone with strong experience in leading a diverse, multi-disciplinary team and who is capable of engaging donors to fulfill their philanthropic aspirations and raise funds that help achieve transformative outcomes.

The ideal candidate should have exceptional communication and collaboration skills and experience with fundraising practices, managing relationships, and adapting to evolving trends in charitable giving. This is an exciting opportunity to make a globally significant impact for people and nature in the Caribbean and beyond!

### What You'll Bring:

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- Bachelor's degree and 7 years related experience.
- Demonstrated experience in cultivating and ultimately stewarding the development of a pipeline of new donors.
- Experience in fundraising strategy development focusing on identification, cultivation, solicitation, and stewardship of major and principal gift level donors.
- Experience in building donor specific strategies focused on High-Net-Worth Individuals and private foundations.
- Experience building and maintaining long-term relationships with constituents such as major / principal gift level donors, foundations and corporations.
- Experience in asking for and closing seven figure gifts.
- Experience in managing and tracking multiple prospects and donors.
- Experience working with fundraising principles and practices.
- Experience, coursework, or other training in current and evolving trends in charitable giving, particularly in the areas of capital campaigns, major / principal gifts and planned giving.

### DESIRED QUALIFICATIONS

- Fluency in Spanish.
- Ability to travel in the Caribbean and the United States when necessary.
- Understanding of the philanthropic culture and trends within the Caribbean and the United States and connections within the philanthropic community.
- Multi-cultural or cross-cultural experience and competency.
- Ability to design and implement fundraising strategies, including cultivation, solicitation, and recognition strategies.
- Ability to determine an individual's interests, capacity, and potential for helping TNC meet its goals, and act appropriately to tie those interests with TNC's work.
- Ability to educate and inform prospective and existing donors about appropriate giving vehicles.
- Ability to work proactively and independently while seamlessly communicating with a team of professions across multiple time zones.
- Advanced knowledge of complex charitable gift planning.
- Communications experience, verbally and in writing for a variety of audiences, including preparing and presenting project proposals.
- Demonstrated experience using listening, diplomacy, and tact to build strong relationships and motivate donors and volunteers. Excellent attention to detail.
- Proven ability to negotiate complex, high profile or sensitive agreements.

### What We Bring:

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Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

### How to Apply:

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Please apply to Job 54546 at [www.nature.org/careers](http://www.nature.org/careers) or apply directly [HERE](#). Submit the required cover letter and resume separately using the upload buttons. The position will remain open until filled and applications are reviewed in the order in which they are received.

Click "submit" to apply for the position or "save for later" to create a draft application for future submission. Once submitted, applications cannot be revised or edited. Failure to complete the required

fields may result in your application being disqualified from consideration. If you experience technical issues, please refer to our applicant user guide or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

**The Nature Conservancy is an Equal Opportunity Employer.** Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to [applyhelp@tnc.org](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.