



NOW HIRING Director of Development

Alaska Wilderness League: Protecting Alaska's Wild Legacy

At [Alaska Wilderness League \(AWL\)](https://alaskawild.org), we believe that Alaska's wild landscapes are among the last truly untamed places on Earth—places that sustain people, cultures, and biodiversity. Our mission is to protect Alaska's wild lands and waters by engaging citizens and decision-makers to support conservation efforts that ensure these irreplaceable ecosystems endure for future generations.

Founded in 1993, **AWL has become a national leader in Arctic and Alaskan conservation, advocating for lasting protections for public lands and advancing climate resilience.** We work closely with Alaska-based partners, Indigenous communities, scientists, and advocates nationwide to build a unified, inclusive movement for wilderness protection.

AWL operates alongside its 501(c)(4) affiliate, Alaska Wilderness League Action, allowing us to engage across advocacy, policy, and education strategically. Together, the League and its affiliates form a dynamic and mission-driven organization of approximately 18 staff members and a 15-member Board of Directors composed of conservation and civic leaders from across the country. **Our work is guided by respect for people, place, and the planet.**

Position Overview: Director of Development

Are you a strategic, self-motivated fundraising leader passionate about protecting Alaska's wild legacy? Do you excel at turning ideas into action, building systems that empower teams, and crafting compelling cases for support? Alaska Wilderness League seeks a **Director of Development** who will bring vision, integrity, and creativity to drive the organization's fundraising strategy and results.

Reporting directly to the Executive Director, this position plays a central role in sustaining and expanding AWL's philanthropic impact across its entities, including the Alaska Wilderness League Action (C4) arm. **The Director of Development will serve as the organization's chief architect of fundraising strategy, building and managing a four-person team—nearly one-quarter of the League's total staff—and working across departments to align development, communications, and programmatic goals.**

While the Executive Director serves as the lead relationship holder and public face, the Director of Development will lead strategy, structure, and execution—creating the tools, messaging, and systems that drive fundraising success. This position requires a confident, collaborative self-starter with a strong command of fundraising best practices and the ability to thrive in a small but dynamic organization.

POSITION DETAILS

Position Title: Director of Development

Department: Development

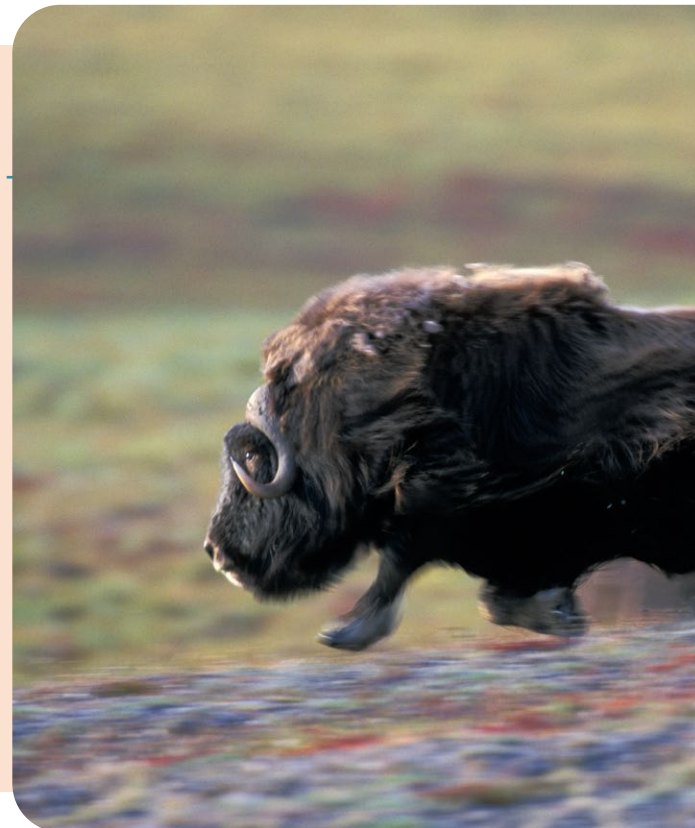
Classification: Exempt, full-time

Reports To: Executive Director

Supervises: Development Operations, Annual Giving, and Institutional Giving staff (4-person team)

Salary Range: \$104,912-\$136,386

This range is for employees located in Washington, DC. The specific starting salary will be determined based on the employee's qualifications and work location.



Key Responsibilities

Organizational Leadership

- **Serve as a key member** of AWL's senior leadership team, helping to shape organizational culture, fundraising strategy, and cross-departmental collaboration.
- **Partner** with the **Executive Director and Senior Director of Finance and Operations** to ensure financial sustainability and transparency.
- **Lead and mentor** the development team, fostering professional growth, accountability, and excellence.
- Support organization-wide fundraising participation by **cultivating a culture of philanthropy** across all staff and board members.

Strategic Fundraising and Planning

- **Develop and implement** a comprehensive fundraising plan that supports AWL's strategic objectives.
- **Lead a four-person development team** responsible for generating approximately \$2.8 million annually, including:
 - \$1.3 million in grants from ~20 foundations.
 - \$1.1 million from major donors and corporations.
 - \$440,000 from small donor contributions (under \$1,000).
- **Create and manage** annual revenue and expense budgets for the development department, ensuring alignment with organizational priorities.
- **Partner with leadership and board members** to craft targeted donor engagement and solicitation strategies.

Individual Giving

- **Manage** a personal portfolio of 100–150 mid-level and major donors (\$1,000+), deepening engagement through cultivation, solicitation, and stewardship.
 - **Provide strategic oversight** to annual giving campaigns, donor communications, and appeals.
 - **Lead efforts** to expand planned giving and multi-year commitments.
 - **Coordinate** donor cultivation events and virtual engagement opportunities to foster stronger relationships and increase loyalty.
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Institutional Giving

- **Supervise** the **Institutional Giving Manager** and oversee the expansion of AWL's foundation and corporate funding portfolio, ensuring diversification and growth.
- **Manage** the grants process to ensure high-quality submissions and compliance with reporting deadlines.
- **Maintain strong relationships** with institutional partners while safeguarding AWL's brand integrity and ethical fundraising standards.

Development Operations

- **Ensure** data accuracy, timely gift entry, acknowledgment, and stewardship communications.
- **Oversee** the use and continuous improvement of AWL's CRM system to support segmentation, reporting, and analytics.
- **Maintain** compliance with ethical fundraising practices and relevant laws and regulations.

Team Management and Administration

- **Provide clear direction**, coaching, and professional development opportunities to development staff.
- **Lead and engage** development board committees and fundraising volunteers.
- **Foster a positive, inclusive workplace** that values collaboration, flexibility, and learning.
- **Oversee** department-level budgeting, performance management, and workflow systems.

Preferred Qualifications

- **Demonstrated progressive experience** in fundraising or external relations, including team and board leadership/engagement.
 - **Demonstrated success** in securing major gifts and institutional grants.
 - **Strategic thinker** with exceptional communication, planning, and organizational skills.
 - Comfort working in a small, fast-paced organization with **shared responsibilities and significant autonomy**.
 - **Commitment** to diversity, equity, and inclusion in fundraising and team culture.
 - Familiarity with environmental, conservation, or advocacy nonprofits **is preferred but not required**.
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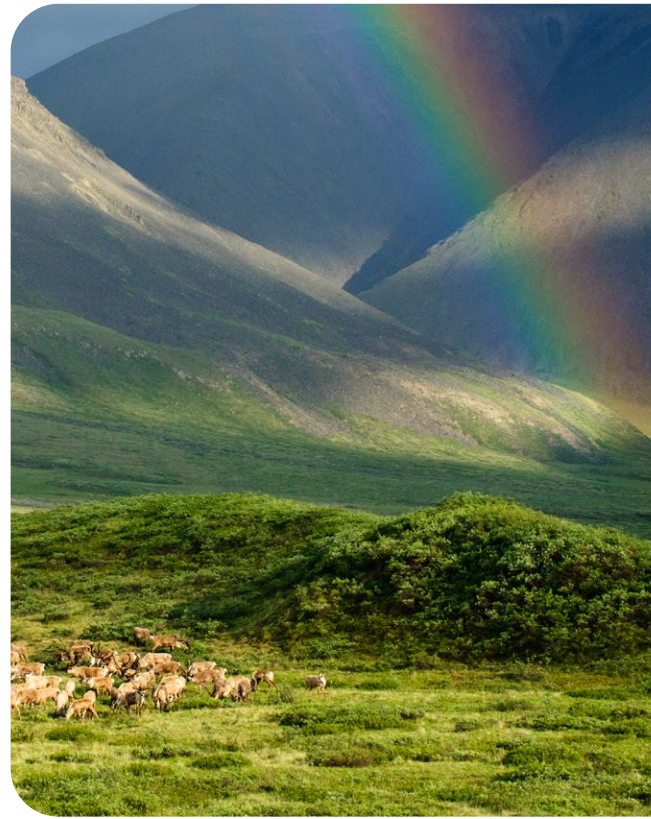
Location and Travel

This position is **preferably based in Washington, DC**, though candidates located in key West Coast regions will also be considered. **The role requires occasional travel** (3–4 times per year) for retreats, board meetings, donor events, and site visits.

Commitment to Equity and Inclusion

Alaska Wilderness League is an equal opportunity employer. We are committed to cultivating an inclusive organization that values diversity of background, identity, and perspective. We encourage applications from individuals of all ages, abilities, races, genders, sexual orientations, and cultural identities. Reasonable accommodations will be made to ensure equitable participation in the hiring process and workplace.

To Apply: Interested candidates should submit a resume and cover letter describing their qualifications, leadership approach, and commitment to conservation and equity.



LEARN MORE AND APPLY

Workplace Change is managing our search for talent. To apply, please visit their [website](#).

This position opens: **12/04/2025** This position closes: **12/18/2025**

CLICK HERE TO APPLY