About the Children & Nature Network

A growing body of research shows that regular access to the outdoors makes children happier, healthier and more successful in school and life. At the same time, today’s kids are less connected to nature than ever before and longstanding systems of injustice mean that not everyone has equitable access to green spaces.

The Children & Nature Network (C&NN) believes that access to nature should never be limited by a child’s ethnicity, ability level, gender identity, or family income. C&NN mobilizes leaders, educators, activists, practitioners and parents to increase equitable access to the benefits of nature everywhere children live, learn and play.

C&NN is working to accomplish this vision through a three-dimensional theory of change:

- **Foster belief** that time in nature is critical for children’s health development and that access to these benefits is inequitable.
- **Grow the movement** of diverse, cross-sector, multigenerational children and nature advocates.
- **Change core systems** that impact nature connection in children’s daily lives.

Learn more about C&NN’s work with youth, families, schools, and communities at www.childrenandnature.org.

Values

- **Equity.** C&NN defines equity as fair treatment, access and opportunity. Equitable access to nature is achieved when all members of a community, regardless of ethnicity, ability level, gender identity, or family income, have regular opportunities to spend time in healthy green spaces that are nearby, safe, welcoming and culturally relevant.

- **Inclusion.** C&NN is dedicated to ensuring that all individuals and groups can be and feel welcomed, respected, supported and valued in natural places and in the children and nature movement.

- **Diversity.** C&NN believes that diversity results when equity and inclusion are practiced consistently and with intention. We are working to build an inclusive global movement focused on embracing and honoring the psychological, physical and cultural differences that occur among any and all individuals.

- Learn more about C&NN’s values here.
THE POSITION

The Development Director will provide operational and strategic management for all of the Children & Nature Network’s development efforts. The Director will report to the President and CEO, have direct management responsibility for the Development Manager, and partner closely with the leadership team, program staff, consultants, the Board of Directors, and Development Committee to meet annual contributed revenue goals and donor communications strategies for the organization.

In order to support the sustained expansion of C&NN, the Development Director will develop and implement systems and processes that support a growing comprehensive fundraising program. They will ensure that structures are in place to identify, qualify, cultivate, and steward a growing major donor base. The Director will also be responsible for managing proposal development and grant reporting processes and ensure that the CEO, program leadership, and Board members are prepared and supported for all donor engagement.

MAJOR OBJECTIVES

Within the first 12 to 18 months, the Development Director will achieve the following major objectives:

- Implement the structure and processes to achieve sustainable, long-term support for the organization, including partnering with consultants to institute a major gifts program.
- Ensure the Development team is functioning at a high level and that the database is a source of robust and reliable information.
- Engage and equip the Development Committee, and by extension the full Board of Directors, to serve as ambassadors and advocates for C&NN in making connections that expand the donor base.
- Develop and implement strategies to engage potential funders and partners and increase awareness of the Children & Nature Network.

MISSION

To increase equitable access to nature so that children – and the natural world – can thrive.

VISION

A world in which children have access to the benefits of nature everywhere they live, learn and play.
RESPONSIBILITIES

The Development Director will have the following responsibilities:

**Strategic Leadership**
- Collaborate with the CEO to develop and execute annual and multi-year philanthropic plans to secure support from corporate, foundation, and individual donors in alignment with C&NN’s strategic plan and mission.
- Support the CEO, leadership team, program staff, and the Board of Directors to significantly increase visibility, enhance the reputation, and increase donations to C&NN through their contacts, cultivation and solicitations.
- With the CEO, support the Development Committee and other volunteers to engage key Board members in securing major gifts for the organization.

**Development Operations**
- Manage and track progress of annual and long-term development plans using C&NN’s project management tools (Asana, Google, and others) to support a culture of proactive accountability.
- Lead and oversee management of the development database (Little Green Light), ensuring that data is updated and accurate.
- Lead the Development team in all aspects of fundraising - grant writing and reporting, data management and tracking. Create systems to track and support staff members who are primary points of contact with funders.
- Ensure effective organization of all development-related materials on the C&NN Google Drive so that they are readily accessible when needed.
- Lead effective bi-weekly Development team meetings that drive measurable outcomes and progress toward goals.
- Serve as a liaison to the Development Committee, preparing meeting agendas, developing materials, and tracking action steps.

**Donor Relations**
- Lead strategy to identify, cultivate, and steward new and existing donors in collaboration with the Development team.
- Assess and prioritize funding opportunities according to C&NN’s vision, mission, strategic plan and budget goals.
- Manage streamlined and effective donor communications and stewardship.
- Design and implement creative, long-term strategies for achieving fundraising goals, expanding the donor base and developing new funding sources, including multi-year gift opportunities for a wide range of priorities.

**KEY FACTS**
- $5.6M organization budget
- 23 staff; 2 in Development
- $1.4M annual grants and awards to other organizations
- 2023 Annual Report
- Nature Everywhere / Theory of Change Video

**CONNECT**
www.childrenandnature.org
QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- Passion for the mission, vision, values, and theory of change of the Children & Nature Network.
- A minimum of seven years of experience in development, ideally including experience with major gifts and donor communications, ideally for a national organization.
- Prior experience developing and implementing systems for a growing development program; solid knowledge of leading practices in fundraising processes.
- Collaborative management style that builds and develops teams, with a demonstrated commitment to equity and inclusion. The ability to lead growth and impact with a small team.
- Adept at managing both relationships and systems. A track record of successfully identifying, prioritizing, and stewarding sustainable donor and funder relationships.
- Proactive ability to see the big picture and create structures that support the strongest connections between donors (individual, corporate, and foundation) and the organization.
- Exceptional communication abilities, including writing, presenting, and interpersonal skills, and the capacity to be persuasive. The ability to communicate in multiple languages is a plus.
- Highly organized, with a strong attention to detail and proven project management skills.
- Ability to successfully work both autonomously and collaboratively within a virtual/remote team environment.
- Proficient with donor databases and cloud-based platforms, preferably Google Workspace and Little Green Light.
- Intellectually curious, comfortable with ambiguity, calm, compassionate, nimble, collaborative, a problem solver, and able to bring a sense of fun to their work.
- Ability to travel periodically for donor meetings/events, annual conferences, staff meetings, and retreats.
- A bachelor’s degree or equivalent experience.
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COMPENSATION AND BENEFITS

The salary range for this position is $95,000 to $100,000 and is based on skills, qualifications, and experience. The Children & Nature Network offers a comprehensive benefits package that includes medical, dental, and vision insurance; retirement savings plan with employer contribution; short- and long-term disability insurance; professional development allowance; 11 holidays; and generous paid time off.
The Children & Nature Network is a virtual organization with no central office. The Development Director may be based anywhere in the continental United States. Staff are offered a monthly connectivity allowance and annual office allowance to support a successful remote work environment.

APPLICATION

The Children & Nature Network has engaged Colleen Rogers at Campbell & Company to support this search.

Use the button above or visit www.campbellcompany.com to learn more about this opportunity.

EQUAL EMPLOYMENT OPPORTUNITY

The Children & Nature Network appreciates that diversity of all kinds contributes to greater impact and innovation. We are striving to build a diverse team that reflects the races, ethnicities, religions, gender identities, cultures and lived experiences of the international children and nature movement. We are committed to values of equity and inclusion in the way we work with each other, with partners and peers and in the communities we serve.
Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates. We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country’s best executive search firms by Forbes Magazine and named one of Women of Color in Fundraising and Philanthropy (WOC)’s Top 10 search firms for placing extraordinary leaders of color for three consecutive years. Crain’s Chicago recently named us one of Chicago’s Best Places to Work; Seattle Business Magazine also named us one of Washington’s Best Companies to Work For.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by belonging, collaboration, curiosity, and rigor, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company leverages our entire team to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can move your organization forward, and will make a meaningful contribution to the nonprofit sector.

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