

Job Posting: Associate Director of Gift Planning

About Us

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. 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. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there's lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued.

Position Summary

Want to help save the planet? Join one of the most successful and sophisticated gift planning programs in the country as the Associate Director of Gift Planning on our development team. The Associate Director of Gift Planning is responsible for developing, implementing, and managing effective gift planning strategies in a geographical territory of Alabama, Indiana, Kentucky, Louisiana, Michigan, Mississippi, Tennessee, and Wisconsin and plans for the cultivation and solicitation in asking for, negotiating, and closing outright and complex gifts of \$100,000 or more from major individual donors and prospects. Annually, we raise approximately \$200 million in deferred and complex gifts, including charitable gift annuities, charitable remainder trusts, gifts of real estate and donor advised funds. This opportunity is ideal for someone who is highly motivated, enjoys working with diverse constituencies and is interested in joining the world's leading conservation organization.

TNC is seeking an energetic and dedicated professional to serve as the Associate Director of Gift Planning on our development team. Our ideal candidate will work well in a fast-paced environment, have experience negotiating and closing planned gifts and demonstrated skills building and maintaining long-term relationships with constituents such as major donors, board members and professional advisors. The Associate Director of Gift Planning will have strong interpersonal skills, have a donor-centric approach in working with donors and an interest in learning about our organization's conservation priorities and gift planning. This position will report to the Deputy Director of Gift Planning Fundraising and can be based in Alabama, Indiana, Kentucky, Louisiana, Michigan, Mississippi, Tennessee, or Wisconsin, or contiguous to the states within this territory.

Continued

Desired Skills & Experience

Minimum Qualifications	Desired Qualifications
<ul style="list-style-type: none"> • Bachelor’s degree and 8 years related experience. • Experience building and maintaining long-term relationships with constituents such as HNW donors and prospects and donors capable of giving noncash and complex assets. • Experience in asking for, negotiating, and closing outright, blended, and planned gifts of \$100,000 or more. • Experience in managing and tracking multiple prospects and donors. • Experience working with fundraising principles and practices. • Experience using communication and presentation skills, and experience working with boards. • Experience, coursework, or other training in current and evolving trends in charitable giving, particularly in the areas of capital campaigns, major and planned gifts. 	<ul style="list-style-type: none"> • Multi-lingual skills and multi-cultural or cross-cultural experience are appreciated. • Ability to inspire, motivate and marshal resources. Strong interpersonal skills, including the ability to positively influence and persuade. • 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 the Conservancy meet its goals, and act appropriately to tie those interests with the Conservancy’s work • Ability to educate and inform prospective and existing donors about appropriate giving vehicles. • Ability to qualify donors & prepare planned gifts proposals; design cover letters for proposals; and identify options for donors. • Advance knowledge of complex charitable gift planning. • Demonstrated experience using listening, diplomacy, and tact to build strong relationships and motivate donors and volunteers. • Proven ability to negotiate complex, high profile or sensitive agreements.

How to Apply

To view the full position description and apply, please visit <https://careers.nature.org>. **Applications will be reviewed in the order they’re received and the deadline to apply is 11:59 PM EST January 12, 2022.** If you experience technical issues, please contact applyhelp@tnc.org.

The Nature Conservancy is an Equal Opportunity Employer. Women, minorities, people with disabilities and veterans are encouraged to apply. Please visit our career center for a full list of all our open positions globally – new positions are posted often!