



**Position Title:** Director of Development (Two Openings)

**Department:** Development

**Reports to:** Chief Development Officer (CDO)

**The Opportunity:** The Director of Development (DOD) is an experienced, creative and entrepreneurial “matchmaker” between individuals that want to change the world through significant philanthropy and Morris Animal Foundation initiatives. The DOD is responsible for cultivating and managing relationships with passionate stakeholders that lead to increased and consistent, diverse support for the mission. An ideal candidate is curious about people, possesses an appreciation for veterinary science, and understands current trends impacting fundraising. They need to be a strategic thinker, embrace a growth-mindset, and enjoy collaborating with their team and across the organization to solve complex problems.

#### **About Morris Animal Foundation**

Established in 1948, Morris Animal Foundation is dedicated to improving and protecting the health of animals through scientific innovation, education, and inspiration. Our investment in research has yielded life-saving vaccines, new treatments for critical diseases, superior screening tests, and advanced diagnostic tools. We respond to emerging animal health threats that endanger entire species and make new discoveries in basic animal biology to support applied research. With every study we fund - nearly 3,000 to date - we strive to advance the science of veterinary medicine, honoring the founding principles of Dr. Mark L. Morris Sr. to benefit animals worldwide.

Morris Animal Foundation is committed to promoting diversity throughout the organization, its staff, trustees and scientific advisers. Diversity within our organization enhances our capacity to communicate, strengthens our organization, makes our culture more robust and allows us to serve animals, donors and partners more effectively.

#### **The Challenge:**

Morris Animal Foundation is seeking a collaborative, results-oriented Director of Development with demonstrated leadership and interpersonal skills to join its team! Working in a dynamic and creative environment, the Director of Development will report to the Chief Development Officer and is charged with managing the daily activities supporting a portfolio of no more than 150 key stakeholders; working in partnership across the Foundation toward a shared vision and goals; developing and maintaining financial projections and budgets; personally cultivating, soliciting and securing major and lead gifts; and supporting board members.

#### **The Team:**

- Work closely with the Development team on partnership strategies to hit revenue and retention goals.
- Work closely with the Chief Development Officer to create monetary and strategy goals for each fiscal year.
- When applicable, work with Board of Trustees to identify and engage potential donors in their geographic locations.



- Work collaboratively with the Scientific Programs team to facilitate Donor-Inspired Studies with interested donors.

### **The Skill Set:**

- Loves to learn, embraces a growth-mindset, enjoys collaborating with internal and external colleagues, interpersonally aware, defines success collectively, self-motivated and diligent.
- Manages and maintains an assigned portfolio of donors and stakeholders with a goal to form deep and meaningful relationships. Develops strategic fundraising plans for each qualified donor/partner resulting in tactical, knowledgeable and complex asks.
- Maintain a working portfolio of potential major stakeholders through active research and identification with the goal of moving them through the donor pipeline of cultivation, solicitation and stewardship.
- Collaborate with Board of Trustees to identify and build relationships with potential new supporters.
- Stay current on funding needs and collect information for proposals/reports from various departments of the Foundation.
- Work collaboratively with various members of the Scientific Programs (SP) and Marketing & Brand Strategy (MBS) teams to facilitate Donor-Inspired Studies with interested partners. This includes conversations with external partners prior to internal collaboration, and a close working relationship during the process.
- Work collaboratively and creatively with the MBS department to create individualized strategic partnerships activities with stakeholders.
- Successfully communicate impact of our research to stakeholders to increase giving and retention.
- Increase Lamplighter Society participants and engage in meaningful planned giving conversations with new and existing Lamplighters.
- Maintain accurate records in Raiser's Edge.
- Support the mission, goals and core values of Morris Animal Foundation.
- Capacity to meet deadlines, manage a travel budget, and maintain an ethical, positive, and constructive attitude while solving problems.

### **Position Requirements:**

- Bachelor's degree
- 5-7 years' experience in nonprofit fundraising
- Strong sales or fundraising experience with demonstrated success raising 5 to 6 figure gifts
- A proven ability to handle multiple priorities and deadlines
- Ability to travel; a valid driver's license and proof of insurance is required
- Results-oriented
- Excellent organizational, interpersonal, and verbal and written communication skills are required



- Ability to work with all departments in the Foundation to propel the mission forward
- Promote and adhere to Foundation Core Values: Excellence, Respect, Compassion, Collaboration, Innovation and Determination.
- Adhere to the Foundation's safety policies and procedures and encourage others to do the same.
- Participate in building a culture of accountability, performance and trust.

**Position at a Glance:**

Immediate goals for this position include developing a strong understanding of the science, projects, initiatives and procedures of the Foundation to share impact with donors. Within the first year, this position will establish and grow relationships with no more than 150 qualified donors throughout the eastern or central part of the United States.

**Benefits (To name a few!)**

Morris Animal Foundation offers competitive pay, merit-based raises, and ample growth and professional development opportunities for its employees. A full benefits package includes 100% paid premiums for employee health, dental, vision, LTD, life insurance and a 403b retirement account with up to 6% employer match. Employees are given accrued vacation time, six personal days per fiscal year, 10 paid holidays, a lifestyle and fitness reimbursement, work from home equipment reimbursements and nine weeks paid FMLA medical and parental leave. Come be a part of a compassionate and collaborative organization that is bursting with pride for its mission!

**Position Specifications:** *Full-time, exempt position.* Job duties include a general office environment, spent sitting and operating a computer and other office machinery. Must be able to read, write and communicate fluently in English. If hired, you will be required to furnish proof of your eligibility to work in the U.S.

**Work Location Requirements:** Hybrid Work Model (some in-office work required at MAF central office in Denver; exact amount depends on position duties, current projects and schedule needs).

Colorado candidates preferred; Remote work may be considered in certain circumstances. MAF is not currently hiring in CA, HI, NY, NJ. Candidates are welcome to apply if willing to relocate prior to start date.

**Hiring Salary Range:** \$90,760 - \$113,450

**How to Apply**

Please email your resume and a cover letter that includes how you heard about this job and your salary requirements in a Word document or PDF, labeled with your complete name to the People & Culture Department at [PCD@morrisanimalfoundation.org](mailto:PCD@morrisanimalfoundation.org). Please list **Director of Development** in the subject line of your email. **Incomplete and/or inaccurate applications will not be considered.**



### **COVID-19 Vaccination Policy**

Morris Animal Foundation is a science-based organization and supports the research community behind FDA-approved vaccines. The Foundation also is committed to protecting the health and well-being of our employees, their families, and members of our community against coronavirus (COVID-19) infection. Proof of COVID-19 vaccination will be required for all employees per our COVID-19 Vaccination Policy. Employees that are not vaccinated due to a qualifying medical condition or on the basis of a sincerely held religious belief can request accommodation at the time of the job offer.

### **Morris Animal Foundation Core Values\***

**Respect** - We act with integrity and are accountable to the needs of others and respectful of their time, expertise and opinions. We listen and communicate thoughtfully, directly and openly, always assuming good intent. We are inclusive and value diversity.

**Excellence** – We advance animal health by funding only research that meets the highest scientific standards. We are committed to ensuring the best use of donor funds and Foundation resources to benefit animals everywhere.

**Compassion** - We care deeply about animals and the people who care for them. It is our responsibility and an honor to improve animal health.

**Collaboration** – We actively partner, creatively work together and freely share ideas to advance the science of animal health and grow our impact. We nurture, grow and educate the animal health community that shares our passion. Together we can do more.

**Innovation** – At our core, we value proven science but also seek creative solutions to meet the growing challenges of animal health in a changing global ecosystem. Based on what we learn, we constantly evolve to achieve our mission.

**Determination** - We are driven by our mission and seek answers with relentless pursuit. Using science as our compass, we develop pathways to animal health solutions. So long as animals face health concerns, we will continue to find answers.

\*These are core competencies that are expected of all employees of Morris Animal Foundation.