



Senior Director of  
Development, Advocacy

National Audubon Society

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**BOSTON | NEW YORK**

**The National Audubon Society seeks a Senior Director of Development, Advocacy to join an ambitious development team and build an advocacy-focused funding stream as the organization embarks on a historic 9-figure campaign.**

## About National Audubon Society



The National Audubon Society is one of the oldest, largest, and most influential conservation organizations in the United States. Since 1905, passion for birds and nature has been the driving force behind Audubon's conservation legacy and has inspired the organization's important role in some of the most significant victories for birds and the environment. Audubon's legacy of success is built upon the strength of its national network of more than one million members, 463 chapters, 23 state offices, 41 nature centers, 23 wildlife sanctuaries, and the four million people the organization reaches each year, both on the ground and online. Dozens of international

partnerships extend Audubon's reach and impact throughout the Western Hemisphere, supporting protection of migratory birds both in the U.S. and on their wintering grounds in the Caribbean and Latin America.

Audubon's blend of science, education, and policy expertise has enabled the organization to play a leading role in many of the last decade's most important victories for birds and conservation, from Congressional passage of the RESTORE Act to new protections for Greater-Sage Grouse on 67 million acres in the American West. A \$120M+, 700+ employee, 1.4M member organization, the National Audubon Society works seamlessly across large geographical areas to protect birds and people and the places they need to thrive.

## About Development at National Audubon Society

It is an exciting time to join Audubon's development team of 65. At the midpoint in a five-year strategic plan, Audubon is now embarking on the most ambitious multi-year fundraising effort in its 100+ year history—a nine-figure campaign that generates the resources needed to achieve the goals laid out in the strategic plan, substantially increases annual operating revenue, recruits new volunteer leadership and major donors, and raises Audubon's profile in the conservation sector and nonprofit space.

Led by Chief Development Officer Sean O'Connor, Audubon is tackling this campaign amid a complete reinvention of its development operation. Less than a year ago, Audubon made the pivotal decision to reorganize development staff across the country—shifting the reporting lines of all state- and center-based development staff, who had historically reported through the state office infrastructure—to create one national development team. This fundamental shift in culture was driven by Audubon's commitment to creating conditions that enable all donors to make their biggest gift to their greatest passion.

## Audubon's Approach to Advocacy

Through its Advocacy Center, the National Audubon Society identifies transformative conservation policy solutions and mobilizes the most effective conservation network in America to secure real protections for birds and the places they need now and into the future. The Center houses four key functions:

- **Policy leadership** that generates innovative solutions to improve implementation of bedrock laws (like the Migratory Bird Treaty Act and Endangered Species Act) and secure habitat protections on private and public lands;
- **A bipartisan government relations team** that ensures Audubon is a visible, trusted, and influential resource to federal congressional and agency decision makers;
- **A campaign team** with the savvy and skill to bring Audubon’s network of bird-lovers and partners to bear to win policy victories and fundamentally change the politics of conservation at the local, state and federal levels, and;
- **A C4 organization**, the National Audubon Society Action Fund, that enables Audubon’s advocacy and growing political influence from the ground up.

## About the Position

Reporting to the Vice President of Strategic Giving, the Senior Director of Development, Advocacy is a critical member of Audubon’s Development Leadership. This newly created position will be responsible for building an advocacy-focused funding stream and raising Audubon’s profile within the political landscape and among its organizational peers. The Senior Director will partner with colleagues across the organization—particularly the Policy team—as well as with Executive leadership.



## Key Responsibilities

- Develop, implement, and manage an advocacy fundraising plan—that includes communications, engagement, and stewardship strategies—focusing on individual major gifts
- Lead the cultivation, solicitation, and stewardship of a personal portfolio of advocacy donors
- Create a workplan based on landscape scan and assessment to engage Audubon constituency members in strategic activities leading to campaigns
- Chart an ambitious path for growth in advocacy fundraising, including both c3 and c4 support, that will dramatically expand Audubon’s impact within the policy and advocacy landscape
- Work collaboratively with other Development staff members, Policy Leadership, the Executive Team, and the President’s Office

## Key Qualifications

- 8-10 years of experience with advocacy fundraising and/or political fundraising with progressive responsibilities
- Passion for conservation and environmental issues; interest in Audubon’s mission is ideal
- Proven track record of closing gifts of \$100,000+ gifts
- Ability to effectively engage new and existing donors and foster strong working relationships with external partners
- Ability to function collaboratively as a member of a national distributed team
- Passion for inspiring donors to make a difference with their giving
- Ability to work independently, prioritize projects, and manage time efficiently

- Good sense of humor appreciated
- Willingness to travel—potentially as much as 25% of the time.
- Bachelor's degree or equivalent required



### Audubon's Statement on Equity, Diversity and Inclusion

Just as biodiversity strengthens natural systems, the diversity of human experience strengthens our conservation efforts for the benefit of nature and all human beings. Audubon must represent and reflect that human diversity, embracing it in all the communities where we work, in order to achieve our conservation goals. To that end, we are committed to increasing the diversity of our staff, board, volunteers, members, and supporters, and to fostering an inclusive network of Audubon Centers and Chapters in all kinds of communities, from rural to urban.

Equity, diversity and inclusion is not only a best practice for business, it's a strategic imperative. Our business and conservation strategies are enriched and made stronger by the contribution of the experiences, perspectives, and values of diverse individuals and communities. Protecting and conserving nature and the environment transcends political, cultural and social boundaries, and so must Audubon in order to expand our network's reach and engage more people in protecting birds and habitat.

We are dedicated to providing a work environment that prioritizes fairness and respect. At Audubon, all employees are treated equally and are encouraged to achieve their fullest potential. We respect the individuality of each member of our community, and we are committed to a workplace free of any kind of discrimination based on race, color, religion, sex, age, sexual orientation, gender identity and expression, disability, national or ethnic origin, politics, or veteran status.

[Read more about our approach to EDI.](#)

Please email your cover letter and resume in confidence to:

[AudubonSrDir@developmentguild.com](mailto:AudubonSrDir@developmentguild.com)

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For more information about The National Audubon Society, please visit [www.audubon.org](http://www.audubon.org)

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## About Development Guild DDI

Development Guild DDI is a nonprofit leadership development consulting firm that provides executive search, fundraising counsel, and campaign services. We bring a powerful combination of discipline and innovation to every client engagement, delivering solutions that are both strategic and deeply rooted in experience and analysis. Drawing upon more than 2,500 client engagements and 40 years working in every nonprofit sector, our collaborative approach is distinguished by candid dialogue and supported by cutting-edge technology. We commit to understanding and respecting your unique culture and to translating that knowledge into viable solutions.

