

Director of Development (Australia)

Who We Are:

The mission of The Nature Conservancy (TNC) is to conserve the lands and waters upon which all life depends. As a science-based organization, we develop innovative, on-the-ground solutions to the world's toughest environmental challenges so that people and nature can thrive. Our work is guided by our values, which include a [commitment to diversity](#) and respect for people, communities, and cultures. From a rewarding mission to career development and flexible schedules, there are many reasons to love life #insideTNC. Want to know more? Check out our [TNC Talent playlist on YouTube](#) to hear stories from staff or visit [Glassdoor](#).

The Nature Conservancy first commenced operations in Australia in 2002. Since that time TNC Australia has grown significantly and now conducts projects in all Australian states and territories. Our work focuses on four conservation strategies – Outback (including our work with many Indigenous Aboriginal & Torres Strait Islander peoples, supporting their efforts to manage their Country for its cultural and conservation values); Oceans (including our nation-wide critically endangered shellfish reef building program in the bays and estuaries of southern Australia, from Perth to Noosa); Nature and Agricultural Landscapes (including innovative water funds in the Southern Murray-Darling Basin); and Protection (working with partners, including governments, to achieve protection, restoration and improved management of 30% of our oceans and 30% of our lands by 2030). To learn more about our work in Australia visit www.natureaustralia.org.au.

What We Can Achieve Together:

The Director of Development (DoD) is responsible for directing all aspects of the Australia business unit's development functions to secure significant financial resources to support conservation goals. The DoD is a proven leader and successful major and principal gifts fundraiser with demonstrated skill in designing and executing complex donor strategies with experience in program management. The DoD oversees all principal and major gifts functions, which includes managing multi-year fundraising campaigns, planned giving, major- and principal-gift fundraising, donor prospecting and research, and stewardship. The DoD works closely with TNC's Global Wealth Markets and in-region fundraising teams, and recruits, develops, and inspires a staff of high-performing philanthropy professionals.

The Director of Development will work towards meeting the strategic priorities of the program by developing and managing plans and strategies. They are responsible for ensuring the programmatic work is a collaborative and well-integrated effort within development and across the organization, including organizing internal communications. They focus on long-range strategic priorities, advance the Conservancy's goals, and communicate a broad vision to others.

The DoD manages vendor relationships, as needed and works with teams to establish and track measures and lead indicators of progress and success. They will lead diverse activities, develop complex processes, project outcomes, and initiate solutions in order to improve effectiveness in alignment with TNC's global best practices. The DoD leverages constructive and effective relationships with a wide range of people, including senior management, donors, volunteers, public and private sector colleagues, and partners including financial/legal advisors.

The DoD will be responsible for a select group of prospects and donors. The size of the portfolio will be determined in part with consideration for the scope of supervisory responsibility. They will be responsible for volunteer engagement and managing selected volunteer and advisor relationships. They will travel frequently and on short notice and at times work long hours and weekends for donor events and travel with prior notice. The work environment may involve infrequent exposure to disagreeable elements and minor physical exertion and/or strain.

The DoD will report to the Australia Country Director and will provide program leadership as a member of Australia's executive leadership.

We're Looking for You:

By joining our Australia development team, you will become part of a group that is a force for nature and people. Our team leads fundraising efforts to meet immediate programmatic funding goals in support of the Australia programs long-term stability as well as leading Australia's contribution to TNC's global campaign. We're looking for an individual with organisational leadership and fundraising or business development experience to bring strategy and action together. The Conservancy is a global conservation leader and one of the top fundraising charities in the United States and is investing in fundraising capacity globally in order to meet our ambitious goals.

In this role, you will:

- Lead Australia-based philanthropy efforts to develop and execute the fundraising strategies that result in more than AUD \$6.2 million (USD \$4 million) annually in outright private gifts and pledges, in support of The Nature Conservancy's Asia Pacific overall AUD \$31 million (USD \$20 million) annual fundraising goal.
- Report to the TNC Australia Country Director and work closely with other in-region fundraisers, marketing, and regional senior leadership to raise the profile of TNC's programs in the Australia and the Asia Pacific region.
- Manage a small philanthropy team, which encompasses middle to major and principal gift functions, corporate partnerships, and philanthropy operations.
- Build and manage a personal portfolio of at least 40 - 80 donors, including donors with the capacity to give over USD\$250,000. Responsible for at least 50 - 75 visits and 125- 250 moves annually. Individual annual fundraising goal of USD \$1 million or more.
- Serve on the Australia Program Leadership Team and contribute to the overall strategy and direction of the business unit.
- Lead, inspire, and manage the Australia-based development team to build relationships and achieve funding objectives:
- Set and meet individual and team fundraising objectives, evaluate results, and develop effective strategies as needed.

- Recruit, develop, coach and retain high-performing philanthropy staff and nurture effective team collaboration.
- Actively foster a deep collaboration within the Australia business unit, including Marketing and Communications and Conservation teams.
- Build strong relationships with other Asia-Pacific region development teams, with the Global Wealth Market initiative, and other TNC programs, and with trustees and donors to achieve TNC goals.
- Travel as needed, occasionally on short notice and including international destinations. May require working extended and/or varied work hours, including on weekends.
- Participate in philanthropy team meetings that are sometimes conducted outside of local business hours.
- Work is generally performed in a professional office environment and involves only infrequent exposure to disagreeable elements and minor physical exertion and/or strain.

What You'll Bring:

MINIMUM QUALIFICATIONS

- Bachelor's degree and 7 years related experience.
- Experience asking for and closing major gifts.
- Experience building and maintaining long-term relationships with fundraising constituents such as major donors, foundations and corporations.
- Experience in planning and delivering budgetary responsibilities.
- Experience managing and supervising a multidisciplinary team.
- Experience, coursework, or other training in principles, practices, and procedures of charitable giving, particularly in the areas of capital campaigns, major gifts and planned giving.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Effective training skills.
- Effectively communicates via presentations, conversations, and documents.
- Experience in managing a geographically dispersed team.
- Expert knowledge of current and evolving trends in major gifts giving and solicitation.
- Knowledge of advanced gift planning concepts.
- Proficiency in synthesizing materials from multiple sources into a coherent and accurate summary.
- Understanding of best practices in non-profit management.

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million

members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, savings plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](#).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

This description is not designed to be a complete list of all duties and responsibilities required for this job.

Our Competencies:

BUILDS RELATIONSHIPS	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
COLLABORATION & TEAMWORK	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
COMMUNICATES AUTHENTICALLY	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
DEVELOPS OTHERS	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
DRIVES FOR RESULTS	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
LEVERAGES DIFFERENCE	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
SYSTEMS LEADERSHIP	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with Request for Accommodation in the subject line.

For Internal Reporting:

Job Title: Director of Development (Australia)

Job Family: Development

Internal Job Code: 150010

Salary Grade: 9

Status: Ongoing

PeopleSoft Job ID Number:

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