

PHILANTHROPY DIRECTOR

Leadership Opportunity



WHO WE ARE

Wilderness Workshop is a community-based organization working to protect the public lands of Colorado's Western Slope and build an engaged constituency in support of public land conservation and stewardship. We rely on science, grassroots activism, communications, and law and policy as the primary tools in our toolbox.

From our office in Carbondale, we work to defend and protect 8.5 million acres of public lands across western Colorado, including treasured landscapes such as the Thompson Divide, Flat Tops, Dolores River Canyons, Roan Plateau, and North Fork Valley.



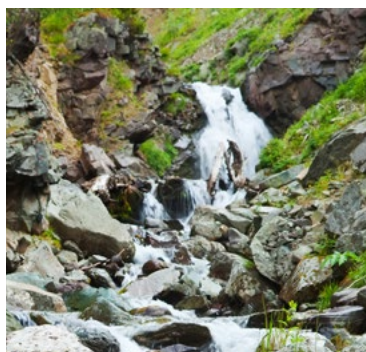
Founded in 1967, Wilderness Workshop has earned a national reputation for passionate, strategic advocacy, effective grassroots activism, and scientific authority. We are a trusted leader in the conservation community, and we work collaboratively with local, regional, and national partners toward a shared vision for a healthy, ecologically intact planet.

We are committed to ensuring public lands are accessible and enjoyable for all, and that equity and justice are centered in public lands management. As an organization, we are similarly working to become more inclusive and diverse and ensure we, and our work, are representative of the communities we serve.

We now seek a passionate, committed, dynamic Philanthropy Director to join our highly talented team.

OUR MISSION

Wilderness Workshop's mission is to protect the wilderness, water, and wildlife of Western Colorado's public lands.



HERE IS HOW THE PHILANTHROPY DIRECTOR MAKES A DIFFERENCE

Wilderness Workshop is a nonprofit organization that depends almost entirely on donations and grants to fund its programmatic work and staff salaries. The Philanthropy Director is the “engine” that allows the organization to function and achieve its mission. The Philanthropy Director works with WW’s committed, passionate donors and members to inspire impactful gifts that help protect western Colorado’s spectacular public lands. The Philanthropy Director directly enables all the work WW does through raising funds and connecting us to the broader philanthropic community in the valley. The Philanthropy Director works with Wilderness Workshop’s board of directors to support them in their role as representatives for and donors to the organization. The Philanthropy Director also plays a critical role in helping WW tell its story, increase our brand awareness, and, alongside the Executive Director, serve as an ambassador for Wilderness Workshop and our mission.



With an annual budget of roughly \$2.1 million, the Philanthropy Director oversees and runs WW’s entire fundraising program, including our major donor portfolio, membership program, events, grants, and business sponsorships. The Philanthropy Director supervises the Marketing and Philanthropy Manager, and works in partnership with the Executive Director, program staff, and relevant contractors on these revenue streams.

THIS IS WHAT SUCCESS LOOKS LIKE AT WILDERNESS WORKSHOP

We engage in a wide range of issues to achieve our mission, and there’s no shortage of exciting efforts underway at any given time. Here are some of the things we’re particularly proud of right now:

Protecting the Thompson Divide – After more than a decade of activism, our community secured a 20-year ban on new oil and gas leasing in the Thompson Divide in 2024. We’re now working to keep this protection in place and pass federal legislation to permanently protect the area through the Colorado Outdoor Recreation and Economy (CORE) Act.

No dams in wilderness – Our work continues to fight and organize against a proposal to build a dam that could inundate the Holy Cross Wilderness and divert Western Slope water to the Front Range. Each year we help host an event that documents the rich biodiversity in the area’s extensive wetlands.



Advocating for local wilderness – We’ve galvanized a movement in our surrounding counties to designate new wilderness areas and other congressional designations. We are actively working with our federal delegation to engage stakeholders and craft legislation to increase protections for federal lands threatened by the Trump Administration.

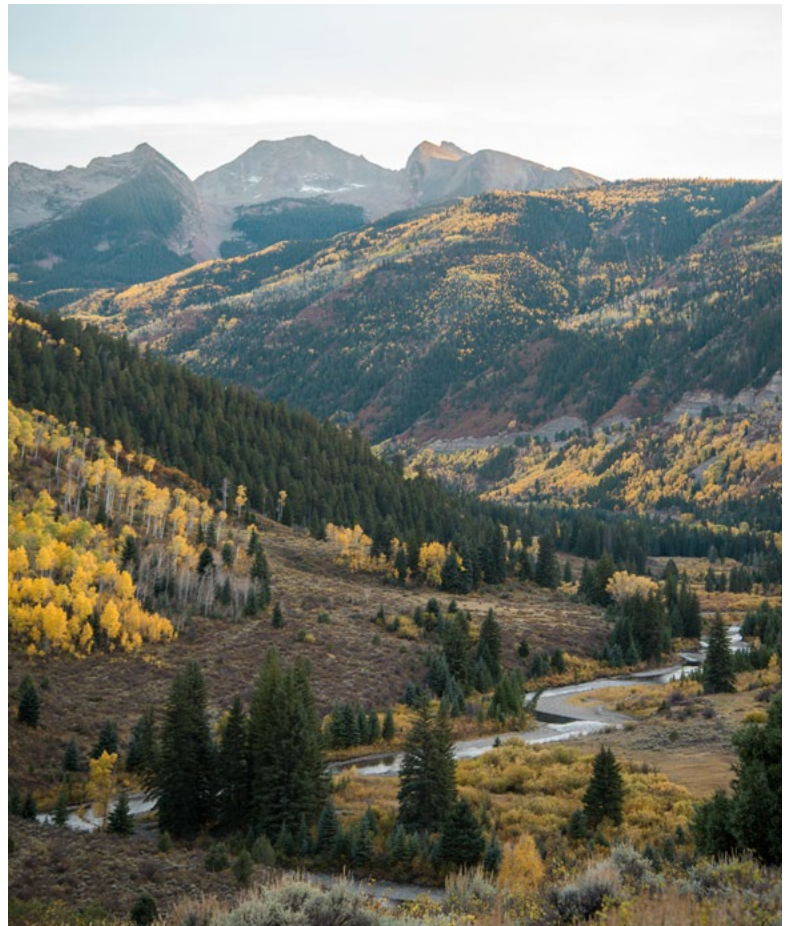
Defiende Nuestra Tierra – In 2018, we launched our Defiende Nuestra Tierra (Defend Our Land) initiative to build relationships with the Roaring Fork and Colorado River Valley’s Latino communities and partner with those communities to protect public lands. The initiative has achieved a number of successes, including launching the first-ever Spanish-language map of public lands in the region, working with the Forest Service to install bilingual signs in the Maroon Bells Snowmass Wilderness, and receiving the Forest Service’s “Cultural Diversity Award” for our annual Latino Conservation Week event, which brings together large numbers of participants from across the region to celebrate and experience our local public lands.

Defending 2 million acres in western Colorado – Oil and gas development needs to be on an equal footing with conservation. On roughly two million acres in western Colorado, from the Upper Colorado River to the Utah line, we fought for protections for iconic landscapes and ensured oil and gas development will be limited for the next 20 years.



THIS IS WHAT IT TAKES TO DO THE JOB

Qualified candidates will have a proven track record of fundraising in the nonprofit sector with a history of making asks of up to or more than \$100,000, writing grants, producing donor events, and crafting fundraising campaigns and strategies. A minimum of four years of relevant work experience is required. Direct work experience in major donor cultivation and stewardship is especially important. Strong candidates will have grant writing skills, experience with planned giving and membership programs, and fundraising strategy. Ideal candidates will have a strong connection to public lands and knowledge of conservation work.



WORKING AT WILDERNESS WORKSHOP AND LIVING IN OUR REGION

Wilderness Workshop offers its staff a close-knit, relatively casual work environment that is focused on results and impact. We are passionate about our work, creative, and like to work collaboratively, both internally and externally. Successful members of the team are self-starters, life-long learners, community builders, and enjoy the nimbleness of a smaller organization that acts quickly to take advantage of new opportunities. English is the predominant language spoken around the office and in meetings both internally and with partner organizations.

The Roaring Fork and Colorado River Valleys stretch from the top of Independence Pass, through many interconnected towns and communities surrounded by public lands. The breadth and depth of recreation and cultural amenities found in our community are second to none. Every town in our region provides incredible access to public lands and nearly endless opportunities to ski, snowshoe, hike, bike, fish, camp, climb, and kayak just out the back door. In addition to outdoor opportunities, the area offers nationally recognized art and cultural institutions, unique businesses, a mix of public and private educational institutions (public, private, and non-traditional for both K-12 and higher education), places of worship, and many nonprofits and volunteer opportunities.

Wilderness Workshop is headquartered in Carbondale, which offers a community-oriented, small-town feel, nestled in the larger Roaring Fork Valley. With many events and networking opportunities, the growing, close-knit community extends visitors and new residents a hearty welcome. While finding housing can be challenging, there is a growing housing stock and a variety of options and opportunities, from downtown Carbondale to more rural settings or other towns within a 20-45 minute drive.

THESE ARE THE REWARDS

The salary range for the Philanthropy Director is \$107,000 - \$148,000.

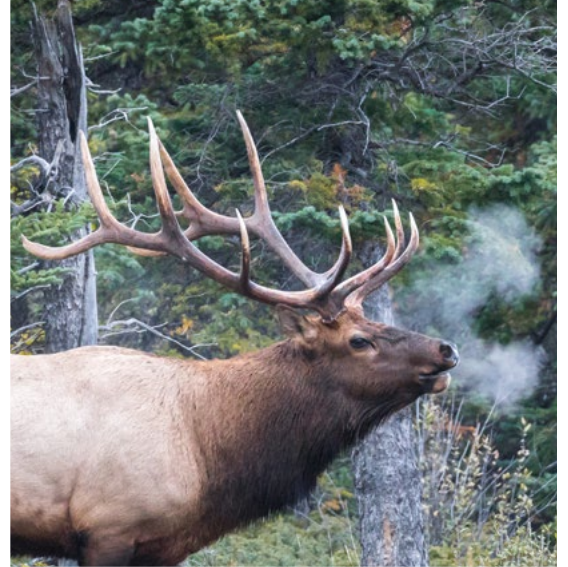
Compensation will reflect the applicant's qualifications and previous experience. We believe time in the field is motivating, inspiring, and critical to our success as advocates – and we create space for our employees to experience the places we are working to protect. Relocation support is also available for qualified candidates who are ready to move to our mountain community.



Photo courtesy: Third St. Center, Carbondale

Our benefits include:

- Generous paid leave starting at 20 days per year for the first 3 years, then 25 days paid leave per year after that
- Eleven paid federal holidays per calendar year
- Paid sick leave of 6 days per year, maximum accrual of 10 days annually
- 403(b) workplace retirement plan with 2% employer contribution and up to 6% employer match
- Monthly health stipend of \$800/mo.
- Access to workplace health, dental, vision, and basic life insurance plans by United HealthCare
- Paid family leave up to 12 weeks per qualifying event through Colorado state FMLI program
- Flexible work schedule and options for occasional remote work
- Eligibility for paid 3-month sabbatical leave after 5 years on staff full time
- Opportunities for ongoing professional development and job-related training
- Reimbursement for RFTA bus pass when used for transportation to/from WW offices and job-related functions
- Annual salary evaluation



READY TO APPLY?

Qualified candidates are encouraged to apply by submitting the following materials to **Jobs@wildernessworkshop.org** with the subject line: "Philanthropy Director." If possible, please submit all materials in one PDF.

- Letter of interest (this letter should outline how your past experiences provide you with the skills and qualifications to fulfill the responsibilities of the job)
- Current resume
- Salary requirements

Applications will be received on a rolling basis, with a preference given to applicants who apply by **October 18th, 2026**. All applications are to be submitted electronically.

Please visit us at www.wildernessworkshop.org to learn more about the work of Wilderness Workshop.

POSITION DESCRIPTION

Philanthropy Director

Reports to: Executive Director

FLSA: Exempt

Salary Range: \$107,000 - \$148,000

Position Summary

To ensure sufficient funds for Wilderness Workshop (WW) to fulfill its mission, the Philanthropy Director develops, leads, and implements WW's fundraising program in partnership with the Executive Director and other staff. The Philanthropy Director is responsible for creating and implementing WW's fundraising strategy and for raising the necessary funds for the organization through major gifts, grants, membership development, sponsorships, events, and other donations. The Philanthropy Director collaborates with the Executive Director and Operations Director to manage cashflow, review the financial health of the organization on an ongoing basis, and ensure budgeting needs of the organization are met with necessary income. In partnership with the Executive Director, the Philanthropy Director is responsible for representing WW's campaigns and programs in the philanthropic community, maintaining key donor relationships, identifying, and approaching new donors and engaging the WW board in fundraising activities. In collaboration with the Philanthropy Team and the Philanthropy and Marketing Manager, the Philanthropy Director develops and implements successful brand marketing strategies, campaigns, and fundraising events that enhance development opportunities and grow membership. The Philanthropy Director plans and implements all fundraising events with support from other staff. The Philanthropy Director manages the Philanthropy and Marketing Manager who supports WW's development program.

Primary Responsibilities

- 1. Fundraising:** Work with the Executive Director, other staff, and board members to design and implement a fundraising strategy across a variety of income streams with a focus on major donors and grants. Integrate WW's fundraising strategy into other work of the organization, including communications, branding, marketing, events, and community outreach programming. Ensure WW has fundraising materials and information necessary to fulfill the responsibilities described below.
 - Major Donors – Cultivate, solicit, thank, and update major donors. Research and cultivate new donors. Grow WW's national council (the Maroon Bells Circle) through outreach to individuals, house parties, receptions, hikes, personal meetings, and other events. This work requires significant time in the "field" meeting with and creating and deepening relationships with existing and potential major donors. A large majority of WW's revenue comes from major donors, and a commensurate amount of work should be devoted to these donors.
 - Grant Development – Manage WW's grant program working with institutional, family and government grant-making organizations. Maintain relationships and track changes in priorities with all WW's grantors. In collaboration with other WW staff, write grant applications and reports and arrange meetings with staff from granting institutions. Maintain WW's grant calendar, including application and report deadlines. Work with the Executive Director and program staff to identify and research new granting opportunities and institutions.
 - Donor Events – Plan and implement donor cultivation and stewardship events that reflect WW's mission and character, connect with WW's donors, and help the organization achieve its fundraising goals.

- **Planned Giving** – Design and develop a planned giving program for WW. Work with the Executive Director and other staff to develop a strategy to build a planned giving program at WW. Research other planned giving programs and design a program that matches WW's mission, culture, and donors.
- **Business Sponsorship** – Supervise the Philanthropy and Marketing Manager's work running WW's business sponsorship program.
- **Digital Fundraising** – In partnership with other WW staff, create and maintain online fundraising pages and content to match other fundraising efforts and events.

2. Maintain Donor Records:

In collaboration with the Operations Director and the Philanthropy and Marketing Manager, ensure donor and membership data is entered regularly and the donor database is maintained. Ensure donation acknowledgments, renewal reminders, and new-member packet mailings occur on a timely basis.

3. Events:

With support from the Philanthropy and Marketing Manager, plan and oversee all events whose primary purpose is to support the development program and engage WW's donors. Collaborate with other staff to design and implement "friend-raiser" events that engage WW's membership.

4. Membership:

Engage WW's membership by participating in events and branding and communication efforts. Working with the Philanthropy and Marketing Manager and Communications Manager, oversee WW's annual year-end appeal and membership renewals.

5. Branding and Marketing:

Work with the Executive Director and the Philanthropy and Marketing Manager to strategically develop and build WW's organizational brand; coordinate and assist other staff in creating marketing materials and strategies, fundraising e-blasts, and social media communications that enhance fundraising.

6. Revenue Management and Reporting:

Work with Operations Director and Executive Director on tracking revenues, review bi-monthly financial statements and cash-flow projection and adjust as needed; supply regular fundraising updates to the Executive Director and present information as needed at board meetings. Manage the Philanthropy budget.

7. Board Relations:

Develop close relationships with board members and collaborate with them on personal giving and fundraising efforts with their networks; organize donor meetings and requests in collaboration with board members.

8. Operational Leadership:

In partnership with the Executive Director and other senior staff, participate in planning and decision-making that impacts the ongoing operations of WW. Supervise relevant staff, ensuring direct reports are empowered to own their program areas, have exceptional mentorship opportunities, and can grow professionally at WW.

Qualifications and experience

Qualified candidates will have a proven track record of fundraising in the non-profit sector with a history of making asks of up to \$200,000, writing grants and managing events. A minimum of five years relevant Philanthropic work experience is required. Ideal candidates will have a strong

connection to public lands and knowledge of conservation work. Additionally, candidates will have experience and skills in these areas:

Leadership and Philanthropy

- Ability to manage a philanthropy portfolio of \$1.5 to \$2.5 million.
- Previous experience raising funds for non-profits with an emphasis on major donors.
- Experience in developing and implementing fundraising strategies including segmentation of donors and analysis of revenue streams.
- Experience participating in or leading fundraising campaigns for non-profits.
- Direct experience soliciting donors for major gifts and multi-year pledges.
- Experience writing grants for institutional, family, and government grant-making organizations.
- Ability to plan and implement events to achieve philanthropic goals.
- In-depth knowledge of philanthropic best practices and donor relations and cultivation.
- Previous experience leading internal functions or large projects for businesses, non-profit organizations, political offices, or government agencies.
- Proven ability to manage staff and volunteers to achieve measurable results.
- Intuitive sense of marketing and promotion.

Personal Qualities

- Able to connect and develop relationships with people with varying backgrounds, philanthropic capacity, and personalities.
- Strong interpersonal skills; ability to quickly interpret and strategically respond to others' emotions, opinions, and statements.
- Self-motivated and able to work outside of a highly structured work environment.
- Ability to professionally represent the organization in front of donors, grant-making institutions, and the public.
- Outgoing, personable, enthusiastic, and fearless.
- Ability to work both independently and as part of a high-functioning team.
- Detail-oriented; excellent organizational and office skills.
- Collaborative by nature.

Technical

- Experience with donor or other similar database programs.
- Excellent writing, public speaking & presentation skills.
- Familiarity with basic bookkeeping and financial reports.
- Proficient in Microsoft Office and other basic computer skills.

Other

- Willingness to live in and be an active member of the Roaring Fork Valley Community.
- Flexibility – some evening and weekend work is part of the job.

WW is an Equal Opportunity Employer. It is WW's policy to prohibit unlawful discrimination and to implement equal opportunity for all employees and candidates for employment without regard to race, religion, gender, sexual orientation, national origin, age, physical or mental disability, health conditions related to pregnancy or the physical recovery from childbirth, military status, marital status, parental status, genetic information, or any other protected status.