



**Ducks Unlimited
Canada**

OPPORTUNITY PROFILE

Senior Development Manager

Ducks Unlimited Canada

Ducks Unlimited Canada (DUC), one of the nation's leading conservation organizations, is a passionate community of people who believe that nature is the foundation of strong communities, a prosperous economy and a sustainable future that supports the hopes and dreams of the next generation. Together, we conserve and restore some of the most valuable and threatened landscapes on the planet.

To learn more, visit www.ducks.ca

The Opportunity

Reporting to the National Director of Development, the Senior Development Manager (SDM) generates high-level major gifts, beginning at \$10,000, from individuals, foundations, and corporations while supporting development program operations.

Key responsibilities include, but are not limited to:

- Understand and demonstrate the ability to articulate an effective case for support of DUC's diverse programs and options for giving in their region and at a national level.
- Work with the fundraising team and other DUC colleagues, adhering to best management practices for prospect identification, cultivation, solicitation and stewardship.
- Meet and communicate regularly with donors and prospects to steward previous gifts, build support and strengthen relationships in the cultivation of their next gift.
- Lead the stewardship process of donor/prospect solicitation and impact reporting materials and correspondence and coordinating staff efforts within various DUC programs.
- Develop, maintain, and foster growth of a philanthropic pipeline of 100-120 active accounts, generate multiple donations at the major gift level (\$1,000,000 and higher) from donors in support of organizational program goals.
- Generate 50 major gift solicitations and facilitate at least 100 exploration/presentation meetings per year.
- Cultivate and maintain strategic partnerships with senior fundraising volunteers, board members, corporate leaders, and influential partners within the assigned geographic area to support donor stewardship, philanthropic initiatives, and the successful operation of provincial development committees and cabinets.

- Collaborate across internal teams and stakeholders, including conservation, events, finance, IT, marketing, and planned giving, to advance fundraising goals, identify and steward major gift and legacy prospects, and align donor engagement with organizational priorities and mission delivery.
- Work closely with the Planned Giving Managers to identify donors who are also prospects for the Feather Society.
- Identify regional corporate opportunities best suited for sponsorship, employee engagement and grassroots fundraising initiatives.
- Keep all activity up to date and practice excellent donor moves management in the organization's CRM (Salesforce) system.
- Provide monthly progress reports for the purpose of executive and board review.

The Person

Requirements

- At least 5 years of experience in a senior major gift or fundraising management and solicitation role; securing, soliciting and developing relationships for gifts up to \$1,000,000 and higher.
- Diploma in business, commerce, marketing, science or natural resources.
- A combination of relevant experience and education may be considered.
- Candidates with fundraising credentials or a CFRE designation will be given preference.
- Strong understanding of the major gift and donor moves management process, with well-developed skills in soliciting larger major gifts with tact and diplomacy
- Experience leading major gift fundraising campaigns and inspiring project teams to achieve fundraising goals
- Technical fundraising knowledge and understanding of the theories that support such disciplines.
- Knowledge of CRM systems and usage, fundraising trends, donor journey paths, community philanthropic activity, etc. Strong project management skills.
- Must be able to accurately convey complex concepts in natural language to audiences of varying knowledge of conservation and science topics.
- Ability to set and achieve annual financial and non-financial goals.
- Excellent communication and interpersonal skills.

- Strong proficiency to communicate verbally and written communications in English to meet donor needs.
- A valid driver's license and access to a vehicle are required.
- Ability to travel within the assigned region and work evenings and weekends.

First Year Focus & Measures of Success

The first year in this role will focus on building strong, collaborative relationships both internally and externally. This includes developing effective working relationships with the Development team and corporate staff across DUC, and gaining a solid understanding of the organization's programs, priorities, and funding landscape.

A key measure of success will be the ability to cultivate and steward relationships with current and prospective donors. This includes regular engagement with funders, foundations, government representatives, corporate partners, and individual donors, as well as identifying and developing a strong funding pipeline through grants, sponsorships, and other giving opportunities.

Success in the first year will be demonstrated through consistent donor engagement, the identification and development of funding prospects, and the establishment of sound fundraising and stewardship practices. These efforts will position DUC for sustainable fundraising growth and long-term success in future years.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (in PDF or Word document format, preferably as a single document) to Wendy Romanko at apply@leadersinternational.com, including the job title in the subject line.

Leaders International Executive Search www.leadersinternational.com