



Position: Director of Development

Location: San Antonio & Kendalia, TX, 5 days a week

Website: www.wildlife-rescue.org

Apply to: wrrapplication@wildlife-rescue.org

Job Type: Full-time, Monday through Friday (occasional evenings & weekends)

History: Established in 1977, Wildlife Rescue & Rehabilitation (WRR) receives approximately 10,000 wild animals per year for rehabilitation and release as well as providing permanent sanctuary for more than 600 resident non-releasable indigenous wildlife, non-native wildlife (mammals, primates, reptiles and birds) and farmed animals. Wildlife Rescue is located on 212 acres in the Hill Country, southwest of Austin and northwest of San Antonio. The WRR Roger & Phyllis Sherman Animal Care Complex (SACC) is located in San Antonio.

Responsibilities: This position develops and implements an integrated, comprehensive fundraising program to maintain and expand philanthropic support of the organization, currently raising over \$4.6M annually in support of our mission. The ideal candidate will have demonstrated experience in two focal areas within traditional Annual Fund implementation: 1) guiding the full major donor lifecycle, including identification, cultivation, ask, and stewardship, and 2) building membership.

Strategy and Implementation Priorities

- Develop and implement WRR's comprehensive fundraising strategy, focusing on high ROI areas such as major and capital gifts, corporate and community partnerships, and planned giving.
- Identify, cultivate, and solicit major donors with a personalized approach, aiming to increase high-value gifts and establish long-term donor relationships.
- Expand planned giving options, creating pathways for legacy giving and promoting these opportunities to donors as a meaningful way to support WRR's future.
- Spearhead initiatives for new donor acquisition, particularly targeting audiences aligned with WRR's mission, and work to increase recurring monthly donations.

Donor Engagement and Support

- Manage WRR's donor portfolio, coordinating communications that include newsletters, personalized appeals, event updates, and annual reports to maintain donor engagement.
- Evaluate existing special donor groups (e.g. Sustainers) to leverage opportunities, plan for new groups (as appropriate), and ensure that all function effectively.
- Develop re-engagement strategies for lapsed donors, ensuring they are approached with targeted messaging and compelling opportunities to renew support.

Events and Community Engagement

- Oversee the planning and coordination of all WRR fundraising events and community engagement activities, ensuring each event maximizes visibility, financial support, and alignment with WRR's mission.
- Plan, direct, and execute external agency communications, including with media

Management

- Hire, train, and supervise Development department staff

- Maintain, schedule, and execute annual grant management, including application development, submission, and reporting requirements.
- Ensure data integrity within the Raiser's Edge system and analyze donor engagement metrics to refine and enhance fundraising strategies continually.

Qualifications:

- Education: Bachelor's degree or above, preferably in humanities or social sciences
- Experience: Seven or more years in direct fundraising work (e.g. Annual Fund, Major Gifts, etc.)
- Advanced computer skills including Microsoft Office Suite, Adobe Creative Suite, and WordPress or other web publishing platforms
- Knowledgeable and concerned about animal and environmental protection issues

Additionally, the Director of Development will:

- Ensure fundraising goals are met
- Take ownership of own professional development, quickly getting up to speed on all relevant fundraising and animal and environmental protection issues as needed to excel in this role
- Maintain open, consistent, professional, and supportive communication with Executive Director, Founder/President, all WRR staff, volunteers, and donors
- Remain composed in the midst of difficult circumstances and emergencies and respond in a professional and timely manner in all situations
- Perform other related duties as assigned

Compensation: \$85,000 annually, plus benefits (WRR will pay 55% of your monthly insurance premium).

The Director of Development reports to the Executive Director.

Candidates selected to interview will be required to provide references. **Persons interested in applying for this position should send a cover letter & resume to: wrrapplication@wildlife-rescue.org**

WRR is an Equal Opportunity Employer.