



## ADVENTURE SCIENTISTS

### **Job Announcement: Head of Development**

#### **Who we are**

Adventure Scientists amplifies and accelerates solutions to urgent conservation challenges by designing and executing scientific research projects that ensure partners at government agencies, NGOs and universities have access to the data they need to drive their research and develop the solutions that will save our planet. We recruit and train volunteers with strong outdoors skills to collect hard-to-obtain data at scale from the far corners of the globe. Our work enables our partners to ask bigger questions and make larger strides more quickly to address environmental issues.

We envision a world in which science-based decision-making and technology allow us to live in balance with nature.

#### **Join us!**

#### **Our Commitment to Equity, Inclusion, and Justice (EIJ)**

Adventure Scientists strives to create an environment where everyone feels included, valued, and safe engaging with our work, regardless of their race, ethnicity, sexual orientation, gender identity, ability, age, past or current military service, marital status, parental status, religion, socio-economic status, immigration status, or other identity.

#### **Organizational Highlights**

- Our annual budget is ~\$2.75M and growing. This is sourced from a combination of fee-for-service revenue, partnerships, and philanthropic donors.
- Our partners span international organizations, government agencies, NGOs, academia, and industry and include National Geographic, the World Economic Forum, World Resources Institute, the US Forest Service, Harvard Medical School, and many more.
- We have collected the largest dataset on Earth for microplastic pollution, had cases prosecuted for timber theft by the DOJ, helped restore extirpated species to their home ranges, and advanced the identification of the genes responsible for antibiotic resistance.
- We focus on aspects of climate, biodiversity, freshwater, and forests.

#### **The Head of Development (HoD) Opportunity**

If you are a creative and energetic development professional who has a strong dedication to action, significant success fundraising for environmental nonprofit organizations, and is ready to serve in Senior Leadership, we'd love to meet you!

The Head of Development will closely partner with the Founder/Executive Director.

### Key responsibilities will include:

- Leading our fundraising strategy to close a minimum of \$2.75M in FY2022 and significantly growing fundraising year-over-year
- Securing additional funding for new projects alongside internal and external collaborators
- Building, mentoring, and championing our team, which includes two direct reports and our board, to ensure we achieve our organizational and fundraising goals
- Overseeing the creation of donor communications and organizational marketing materials that resonate with our donor partners
- Crafting and implementing our strategies for increasing global impact as a member of our Senior Leadership Team
- Other duties as assigned

### Who We Are Looking For

- **A proven development professional** with at least 10 years of work experience in fundraising, including at least 5 years in a leadership role. They have a strong track record of qualifying, cultivating, soliciting, and stewarding institutional and individual major donors.
- **A passionate advocate for Adventure Scientists' mission and values** who has experience contributing to organizational strategy from a position of leadership. They believe that specific scientific data can advance solutions to critical environmental challenges.
- **A “big picture” audacious thinker** with the ability to implement tactically. They approach challenges and opportunities through an entrepreneurial lens and take a hands-on approach to translating strategy into tangible activities and goals. They bring a creative mindset to fundraising ideas and do not shy away from trying out new approaches and ways of thinking.
- **A team leader** who leverages individuals' strengths and fosters teamwork. They have experience in building, coaching, and mentoring strong teams for high performance and accountability. They set an example for how to give and receive feedback. They are comfortable leading by influence and they thrive in a lean nonprofit setting with the ability to stay focused and nimble in the face of growth and change.
- **An exceptional writer, storyteller, and communicator** who is skilled in analyzing and communicating complex ideas in ways that inspire others to action. They demonstrate an understanding of the context surrounding an issue area and create logical arguments that clearly articulate the “why” behind an organization's mission and impact.

### Personal Attributes and Values

- Direct communicator who asks for what they need
- Entrepreneurial vision, growth mindset, and a strong bias towards action
- Creative thinker that works cross-functionally to navigate and overcome complex obstacles
- Collaborative, open, direct, and transparent with executives and their direct reports
- High degree of integrity and trustworthiness
- Strong sense of personal ownership and responsibility with immense care for details
- A high level of dedication with focus on results
- Strong writing skills with ability to craft thoughtful, inclusive communications (external and internal communications, messaging, talking points, etc.)
- Demonstrated commitment to equity, inclusion, and elevating a diversity of voices in the scientific, conservation, and/or outdoor fields
- Strong desire to join and assist in the growth of a fast-paced, young, dynamic nonprofit organization

### **Location and Compensation**

This is a full-time exempt position. We may give preference to a candidate who is excited to work from Adventure Scientists' headquarters in Bozeman, MT, though we welcome remote candidates who have previously thrived in a remote role.

Salary range is \$115,000 - \$130,000, adjusted for amount of experience. A relocation allowance will be available for hires moving to Bozeman.

This position will require up to 25% travel domestically and occasionally to international destinations. We offer a generous and flexible benefits package, including employer-subsidized healthcare, retirement plan plus employer matching, personal and professional development fund opportunities, flexible work schedules and location, paid time off, paid parental leave, student loan relief, and paid powder days (even if you don't ski). Additional perks include part-time work-from-home opportunities, sabbaticals for long-tenured employees, and access to outdoor gear pro deals. Plus, we have a dog-friendly office, so you are invited to bring your best friend to work!

### **To Apply**

If this opportunity calls out to you, [click here](#) to submit 1) a cover letter that explains why Adventure Scientists' mission excites you and why this particular role is a fit for you, and 2) your resume.

If you need accommodations at any point in the application or interview process, please let us know.