



## **Director of Development**

Las Vegas, NV

The Director of Development will focus on securing financial support for Nevada Public Radio through all charitable and philanthropic means. With the President/CEO and executive team, the Director of leads the effort to find and cultivate leadership level giving and build a culture of significant contributions to support the mission and strategic goals of our region's large NPR News station. The Director plans, implements and evaluates development strategies and activities, works closely with board members, top donors, senior management, staff and volunteers to ensure the ambitious annual and multi-year revenue goals are met and the institution regains its position as a leader in the nonprofit community.

Essential Duties and Responsibilities include the following:

### **Maximizing Contributed Revenue**

- Serves as the principal fundraising strategist and development officer for Nevada Public Radio for individual gifts. Generates annual support outlined in strategic plan; builds the fundraising program; leads all new and existing comprehensive/capital campaigns; directs grant effort; works closely with CEO in top level cultivation of leadership giving; provides industry leading direction to entire development department; and creates a culture of philanthropic giving throughout the institution.

### **Managing the Department**

- Manages, evaluates, and develops Department staff consistent with NVPR values, goals and objectives, setting standards for excellence and success in generating broad levels of support at all aspects of a professional nonprofit institution.

### **Planning, Budgeting & Other Duties**

- Creates and administers Development department budget, projecting and monitoring goals for both contributed revenue and department expenses with special emphasis on ethical standards for soliciting, stewarding and reporting gifts from individual, business, foundation and government donors.

### **Traits and Characteristics**

Nevada Public Radio requires a creative, energetic, and entrepreneurial professional to provide strategic philanthropic leadership, with competencies that set them apart from others in the field and will be a highly skilled and effective communicator, results-oriented professional, hands-on manager, and natural leader whose creative style results in positive financial impact. The Director is savvy and smart with a sense of humor and a commitment to team-based management and the engagement and involvement of volunteer leadership. Overall, the Director of Development is a proud ambassador for the mission of Nevada Public Radio and seeks to inspire the communities we serve through brand diplomacy and a truly engaged spirit.

### **Competencies-Knowledge, Skills & Abilities**

- Goal Achievement & Results Orientation - Establishes goals that are relevant, realistic, and attainable. Identifies and implements required plans and milestones to achieve specific goals. Stays on target to complete goals and achieves results regardless of obstacles.
- Interpersonal Skills - Initiates and develops relationships in positive ways. Successfully works with a wide range of people at varying levels of the organization. Communicates with others in ways that are clear and considerate. Demonstrates ease in relating to a diverse range of people.

- Donor Focus - Consistently places a high value on donors. Objectively listens to, understands, and represents donor feedback, anticipates donor needs and develops appropriate solutions. Meets all promises and commitments made to current and would-be donors.
  - Technological and Analytical Acumen - Demonstrates knowledge of contact management systems, databases, research, or other donor relations tools as well as superior skill on the internet and with spreadsheets, donor/relationship software and word processing systems that expand prospect engagement.
  - Diplomacy, Resiliency, and Visionary Leadership - Displays passion and optimism that inspires respect and trust while providing inspiration to the Board of Directors, staff, peers, volunteers and the communities we serve.
- Experience
- Bachelor's degree and a minimum of 10 years of senior development experience in nonprofits and a successful track record in donor development. Knowledge and experience in public media is not required.
  - A Master's degree and CFRE designation preferred with demonstrated success in guiding institutional strategy, soliciting and securing major gifts from individuals, businesses, foundations and government sources is essential.
  - Excellent writing, editing, and inter-personal communication skills are required, as well as impactful experience as a public speaker and presenter.
  - Knowledge in the use of all components of the Microsoft Office systems, as well as familiarity with the structure and tools of professional CRM data management fundraising systems.

### **Compensation**

\$90,000-\$110,000 annually, commensurate on experience

Nevada Public Radio offers a very competitive benefits package which includes Medical, Dental, a generous 403B, as well as very generous holiday, vacation and sick time.

PLEASE NOTE: All Nevada Public Radio employees and interns must receive both doses of the Moderna or Pfizer COVID-19 vaccine, or the single-dose Johnson & Johnson COVID-19 vaccine, unless granted an exemption for medical or religious reasons.

For more information, please contact:

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