

# Director of Philanthropy

## *Position Description*

### **INTRODUCTION**

Humans like to think in categories, but the truth is we've never lived in a world where the health of humans, of ecosystems, and of the planet could be effectively addressed in silos. Health In Harmony (HIH) is a planetary health organization working at the intersection of human well-being and ecosystem integrity to reverse deforestation of tropical rainforests.

We are 11 years away from runaway climate change. As a 2018 [report](#) by the United Nations' Intergovernmental Panel on Climate Change stressed, rapid, far-reaching changes in human behavior are needed to limit global warming. Yet annual greenhouse gas emissions keep rising; and every minute, 27 soccer fields worth of rainforest are destroyed. If we don't alter this trend fast enough, our generation will contend with sea level rise, migration of hundreds of millions of climate refugees, and species extinction—in the Amazon alone, 60% of all species are predicted to go extinct by 2080.

HIH's work is a practical and positive response to a global crisis. In Borneo, the unique and disruptive way HIH works beside rainforest communities - that is, by facilitating locally-designed solutions through our Radical Listening approach, and then investing *precisely* in the community's design - has reversed poverty, halted illegal logging, catalyzed forest regrowth, and protected habitat for 10% of the world's remaining endangered Bornean Orangutans. To put this in perspective, the amount of carbon protected that would have otherwise been lost in a business-as-usual scenario is equivalent to 14-years of carbon emissions from San Francisco. We believe our approach can bring similar systems-wide change to communities and rainforests outside of Indonesia.

The next five years will be ones of significant growth for HIH, as we expand our impact into new countries, including Brazil and Madagascar, in order to protect 3-million acres of tropical rainforest world-wide by 2031. We aim to oversee a \$2.5M operational portfolio by end of 2019 (>50% growth over 2018), funded by institutional grants (~50%) and ~750 individual major donors and monthly donors (~50%). We anticipate a similar growth trajectory for the next 5 years.

Our Director of Philanthropy will be the primary strategist and catalyst of the considerable revenue growth we seek in order to realize our expanded impact on planetary health. This is a new position in our organization. HIH has a performant, 10-year old fundraising program which provides a powerful and exciting platform on which the successful candidate will grow a more comprehensive, ambitious, and innovative philanthropy program, and team, based on their experience and best practices.

HIH is an equal opportunity employer and is committed to equity as a core organizational value. Applicants should be able to demonstrate a commitment to diversity, equity, and

inclusion. Applicants from diverse communities and communities of color are strongly encouraged to apply.

## **OVERVIEW**

**Title:** Director of Philanthropy

**Department:** Advancement

**Reports to:** Executive Director

**Line manages:** (initially) 100% of 1 Fundraising Officer, and 50% of 1 Grants Manager; with expectation that you will build your team

**Status:** Full-Time (40 hours/week), Permanent, Exempt

**Location:** Negotiable. We are headquartered in Portland, OR, with a new office opening this year in San Francisco, CA. The right candidate can live in one of these two locations, or elsewhere. Regular domestic and international travel (20% +/-).

**Timeline:** Applications accepted on a rolling basis; priority given as received; start date asap and negotiable for the right candidate.

**Salary & Benefits:** A competitive salary commensurate with experience. A competitive benefits package includes: full health, vision, and dental insurance, IRA contribution, generous vacation package, paid holidays and sick days, flexible schedule and work from home options, supportive and team-oriented work environment, and more.

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## **BACKGROUND**

Founded in 2005, we've been working with our cornerstone partner, ASRI, in Indonesian Borneo to reduce illegal logging in Gunung Palung National Park, an ecological treasure with 108,000 hectares and approximately 2,500 of the world's remaining, endangered, Bornean Orangutans. Communities were illegally logging the park in order to pay for basic needs and medical emergencies - in order to stop these harmful practices, HIH worked with community members to design an intervention encompassing high-quality health care and training in alternative livelihoods. With those resources, the community has reduced logging households by 88% while significantly increasing health outcomes and household income. HIH has now expanded to a second site in Borneo and is actively scouting new rainforest sites around the world, including Madagascar and Brazil. In our Director of Philanthropy, we are looking for someone who will:

- bring incredible strategic and tactical instincts and acumen,
- be a business-minded leader in innovation and diversification of revenue,
- set the tone for best practice in donor stewardship and appreciation,
- relish the power and marketability of our special brand,
- collaborate effectively across the organization,
- build a high caliber, mission-first team.

You will be a confident public-facing communicator, marketer, champion, and ambassador. You will work directly with our Management Team to improve our existing fundraising programs, and advance the opportunities we have to diversify sources of revenue. You will be

joining a supportive team that values philanthropy, encourages risk-taking, and pursues excellence.

Above all, you will feel the relationship between your success in this role and the ability of HIH to assist our planet to stay within 1.5 degrees Celsius of pre-industrial temperatures.

## **ROLES AND RESPONSIBILITIES**

The role of the Director of Philanthropy is to create, execute, and evaluate an effective multi-year fundraising strategy to support the organization's present and future programs and activities. You will work closely with, *and lead*, the Executive Director and Founder who are deeply engaged in the organization's advancement work and major donor stewardship. You will also work to support our Board's current desire to fundraise and grow their capacity to do so.

### **Strategic Leadership and Execution (80%)**

- Create, execute, and evaluate an effective multi-year advancement (fundraising) strategy for staff and board which substantially grows our base of support, and includes:
  - Prospect development (Individuals, Corporate partners and Foundations)
  - Stewardship and expansion of major donor cohort, including Legacy gifts
  - Monthly giving (Ironwood) program
  - Direct campaigns and appeals
  - Communications: print, online and social which emphasize impact through storytelling
  - Influential branding, (digital) marketing, and public relations strategies
  - Support creation and execution of Board of Director work plans
  - Develop emerging sources revenue (e.g., carbon crediting/offsets, blockchain)
  - Support Grants Department fundraising and budgeting
- Maintain close communication with our Program staff to support donor stewardship and opportunities for collaboration on fundraising, marketing, and earned income
- Work closely with the Executive Director and finance department to ensure sound revenue forecasting, responsible budgeting, and smart investments
- Contribute to annual evaluation and strategic planning processes
- Liaise consistently with external sources of advancement expertise to facilitate our learning, innovation, and best practice

### **Management and administration (20%)**

- Sit on the Management Team, assisting in strategic planning and execution
- Responsible for the direction, monitoring and appraisal of the advancement department staff's performance

- Oversee donor database management

### **SKILLS AND QUALIFICATIONS**

- 7+ years of relevant, strategic management experience and understanding of best practices in fundraising, branding/ marketing, communications, as well as staff and budget management
- Experience and proven track record of relationship management, stewarding \$100K+ donations, and stewarding a portfolio of \$10K+ donors
- Entrepreneurial-minded: history of piloting and implementing new projects and ideas or businesses; ability to competently assess risk
- A demonstrated commitment to:
  - exceptional donor service and a culture of philanthropy
  - diversity and equity
  - ethics in fundraising and donor stewardship
  - planetary health and the mission of HIH
  - business-mindedness in the non-profit space
  - data-informed/ analytical investment decisions, and ROI
  - fundraising trends and best practices
- Excitement for working in a fast-paced, start-up culture with a high tolerance for ambiguity and flexibility; ability to take initiative and drive projects independently alongside demonstrated ability to work collaboratively
- Highly developed cultural awareness and ability to work well in an international environment with people from diverse backgrounds and culture
- Strong problem-solving skills and interest in streamlining processes
- Excellent oral and written communication skills required
- Strong administrative and organizational skills, meticulous attention to detail
- Experience with fundraising CRMs (HIH uses NEON)
- Advanced, relevant degree preferred
- French and/or Spanish language proficiency preferred, but not required

### **APPLICATION PROCESS**

Applications will be accepted on a rolling basis, with the aim to start as soon as possible. Please send a resume and cover letter detailing your relevant experience and interest in the role and organization to [careers@healthinharmony.org](mailto:careers@healthinharmony.org). Unfortunately, we do not have the capacity to contact all applicants, and will reach out within two weeks of submission if you are selected to advance to a first-round interview.