



Advancement Director Position Description

INTRODUCTION

Health In Harmony is a planetary health organization working at the intersection of human well-being and ecosystem integrity to reverse deforestation of tropical rainforests, and curb global heating. We exist because the climate crisis requires immediate, practical solutions. In a business-as-usual scenario, global temperatures will rise at least 1.5 degrees Celsius over pre-industrial averages by 2030, according to the Intergovernmental Panel on Climate Change. Without immediate action to prevent this rise, Earth and its diverse ecosystems will face irreversible negative impact by the year 2030.

Health In Harmony is a climate solution. We don't wait for others to act, but hold ourselves accountable for the planet's future.

When it comes to reversing deforestation, the root causes are multifaceted and complex. So we depend expressly on the wisdom of the people who live in the forest to know best how to protect it. Local and indigenous communities are the experts. Not us. So we enter rain forest communities and practice what we call Radical Listening to facilitate locally designed solutions.

Our approach is working. In Borneo, the unique and disruptive way Health In Harmony 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. The amount of carbon protected in the first decade (2007-2017) by Health In Harmony's first (proof of concept) project in Borneo is equivalent to 14-years of carbon emissions from San Francisco.

We are executing a 3-phase strategy to earn the right to scale (i.e., proof of concept, replication, scaling). By the end of 2031, Health In Harmony aims to protect at least 25 million hectares of high conservation value rainforest.

The next three years will be ones of significant growth for Health In Harmony, as we expand into Brazil and Madagascar. We have grown income and program investments by 30+% in each of the last three years and aim to oversee a \$7.5M operational portfolio by end of 2021 (a tripling of our current position). Our Advancement Director (a new position in the organization) will be the primary strategist and catalyst of this revenue growth, and will take over a performant 10-year old fundraising program which provides a powerful platform on which to seed and grow more ambitious fundraising investments. The Founder and Executive Director, both committed to fundraising, will expect you to deploy their skills to your fundraising goals.

Health In Harmony 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: Advancement Director

Department: Advancement

Reports to: Executive Director

Line manages: (initially) 100% of 1 Advancement Officer, and 50% of 1 Grants Manager; with expectation for you to build out your Advancement team

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

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

Timeline: Applications accepted until April 10; priority given as received; start date June 2020, and negotiable for the right candidate.

Salary & Benefits: \$83,000, negotiable, plus a competitive benefits package including: 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.

YOUR ROLE

Health In Harmony is a 501C3 operating like a traditional non-profit and a small start-up. The Advancement Department is responsible for all fundraising, communications, and marketing. Competitive candidates will speak authentically about our mission and will:

- demonstrate an impressive track record of donor acquisition and gift stewardship, especially with major donors,
- bring significant strategic, entrepreneurial and business-minded leadership,
- set the standard for best practice in donor stewardship and appreciation,
- relish the marketability and growth-potential of our pioneering mission and brand,
- build a high caliber, mission-first Advancement team,
- be a confident public-facing communicator, marketer, ambassador, and fundraiser,
- excel under the expectation that you will marshal our Founder and Executive Director toward your fundraising goals,
- feel the relationship between your success in this role and the ability of Health In Harmony to assist our planet to stay within 1.5 degrees Celsius of pre-industrial temperatures.

YOUR RESPONSIBILITIES

Strategy Setting and Execution (80%)

- Develop and manage the Advancement Department's growth-oriented fundraising strategies, including:
 - Stewardship and expansion of major donor cohort, including social Investors
 - Prospect development (Individuals, Corporate partners, and Foundations)
 - Legacy gifts
 - Monthly giving (Ironwood) program

- Direct campaigns and appeals
 - Communications: print, online, and social, emphasizing impact through storytelling
 - Influential branding, (digital) marketing, and public relations strategies
 - Support creation and execution of Board of Director work plans
 - Develop emerging sources of revenue (e.g., carbon offsets)
 - Co-lead (with Program Director) Grants Department
- 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 Managing Director to ensure sound revenue forecasting, responsible budgeting, and smart investments
 - Contribute to annual evaluation and strategic planning processes

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, wealth screen, and moves management systems

SKILLS AND QUALIFICATIONS

- 5+ years of strategic (senior) management and leadership across fundraising, marketing, and communications
- 7+ years of major donor stewardship and principal gifts acquisition. Proven track record of relationship management, stewarding \$100K+ donations, and building a shared portfolio of major (\$10K+) donors
- Experience working internationally with exposure to low- and middle-income countries
- A commitment to exceptional donor service, to ethics in fundraising, and to data-informed investment decisions for ROI
- Excitement for start-up culture with a high tolerance for building the plane while flying
- Advanced, relevant degree preferred
- French and/or Spanish language proficiency preferred, but not required

APPLICATION PROCESS

Please send a resume and cover letter detailing your relevant experience and fit with this role and organization to careers@healthinharmony.org. Applications will be accepted until April 10. We will respond to all applicants by April 24 to confirm if you are selected for a first-round interview, which will be scheduled starting Monday, April 20, 2020.