



DarkSky

JOB ANNOUNCEMENT **Chief Development Officer**

DarkSky International seeks a dynamic, collaborative fundraiser to lead our development and communications teams. The Chief Development Officer will build on a successful foundation to maximize fund development opportunities in support of our mission. If you are an experienced development professional passionate about creating meaningful change through environmental initiatives, join our dedicated team!

ABOUT DARKSKY INTERNATIONAL

DarkSky International is a leading nonprofit dedicated to restoring the nighttime environment and protecting communities from the harmful effects of light pollution through outreach, advocacy, and conservation. Our flagship initiatives, including the International Dark Sky Places and DarkSky Approved Lighting programs, along with our other programs, preserve natural darkness, safeguard human health, sustain critical wildlife habitat, and enhance the well-being of our shared communities.

DarkSky supports a global network of advocates, delegates, and chapters to develop and implement effective lighting policies at local and regional levels and to grow awareness about light pollution through monthly events and the production and distribution of outreach materials. With over 220 certified International Dark Sky Places, 90 chapters, and thousands of dedicated members and supporters worldwide, DarkSky International is a globally recognized leader and a trusted environmental nonprofit implementing proven solutions to protect the night.

ABOUT THE POSITION

Reporting to the CEO, the Chief Development Officer (CDO) leads fundraising for DarkSky International. As part of the senior leadership team, the CDO collaborates to execute the plan and achieve the organization's goals.

The CDO will oversee and manage DarkSky's development, communications, and volunteer engagement personnel and provide vision and department direction. The ideal candidate will bring extensive experience in nonprofit fundraising, communications, and marketing, a passion for environmental causes, and the ability to provide planning, vision, support, mentorship, and teamwork to DarkSky's development, communications, and volunteer engagement programs.

KEY RESPONSIBILITIES

Strategic Leadership and Staff Management

- Provide strategic vision and direction to an integrated fundraising, communications, and volunteer engagement program.
- Serve as a senior leadership team member and a key resource to the CEO.
- Provide support, leadership, mentoring, advocacy, and guidance for all direct reports.
- In partnership with the CEO, oversee identifying and implementing key external strategic partnerships.
- Participate in Board meetings and act as a staff liaison to various committees of the Board.
- Ensure systems are in place for measuring and analyzing department metrics and making data-informed decisions.

Fundraising

- Provide strategic vision to and manage all aspects of the fundraising program, identifying growth potential and maximizing fund development opportunities.
- Prospect, cultivate, and manage a portfolio of high-value individual, foundation, and corporate donors.
- Build a culture of philanthropy within the organization.
- Support and partner with the CEO and board members on all major fundraising initiatives.
- Lead the current DarkSky International fundraising campaign, an \$8.5 million initiative to scale the organization's impact, with emphasis on the discovery of new prospects.

Communications & Engagement

- Oversee an integrated strategic communications plan that integrates with fundraising goals to advance DarkSky International's brand, broadens program awareness, and engages key stakeholders.
- Ensure consistent messaging across all channels and campaigns, aligning communications with fundraising priorities to enhance donor and volunteer engagement.
- Collaborate with organizational and program leadership to create targeted campaigns highlighting program impact, driving volunteer engagement, and supporting fundraising goals.

REQUIRED QUALIFICATIONS, SKILLS & COMPETENCIES

- Strong commitment to the mission of DarkSky International.
- Minimum 10 years of fundraising experience at a non-profit organization.
- Minimum 7 years experience managing people and leading a department or significant department division.
- Demonstrated record of securing six- and seven-figure gifts from individuals and successfully building relationships with a diverse donor constituency.
- Demonstrated record of overseeing nonprofit communications/marketing programs.

- Strong leadership and managerial skills with demonstrated ability in the areas of project management, strategic thinking, and analytical and problem-solving skills.
- Demonstrated ability to manage a team that includes remote and onsite employees.
- Strong knowledge of database management, media, and external partnerships.
- Exceptional interpersonal skills and emotional intelligence.
- Strong professional ethics, integrity, and accountability in all actions.

HIGHLY QUALIFIED CANDIDATES WILL ALSO DEMONSTRATE:

- Experience with conservation and advocacy issues
- Strong IT skills, including Google Workspace, Slack, and Zoom, and fundraising databases
- Proficiency with spreadsheets, Word documents, and PowerPoint presentations
- Ability to work cross-culturally with a high level of cultural competence with constituents around the globe.
- Life-long learner dedicated to ongoing professional growth.
- Credentialed as a Certified Fund Raising Executive (CFRE).

COMPENSATION AND BENEFITS

This is a full-time, paid, exempt position. Salary range is \$132,000 to \$150,000 depending on experience. This position is eligible to participate in our variable compensation plan. If organizational and individual goals are met and/or exceeded, the employee could earn a 10% increase in annual salary. DarkSky International is proud to offer a competitive benefits package to attract and retain valuable employees, including medical, dental, and vision premiums for employees and their dependents. Life insurance, Long Term Disability, Short Term Disability, and additional optional benefits are available to employees on an employee-paid basis. DarkSky has a 401(k)-retirement plan with a company match.

LOCATION AND WORK ENVIRONMENT

This is a fully remote position with the expectation of regular travel to the DarkSky International headquarters located in Tucson, Arizona, so easy access to a regional airport is preferred. Up to 20% of work time may be dedicated to traveling to other destinations in fulfillment of the role, including the potential for international travel.

APPLICATION PROCESS

1. Interested candidates must apply through Indeed [here](#).
2. Please submit a resume and cover letter detailing your interest in DarkSky International's mission and relevant experience. **Applicants without a cover letter will not be considered.**
3. Applications will be reviewed as they are received. Apply by **COB January 17, 2025** to ensure consideration.

4. Highly qualified candidates will be invited to participate in a screening interview in late December through mid-January, followed by two rounds of Zoom interviews with the Search Committee in January. Finalists will be invited to a site visit to Tucson, Arizona in February. **We hope to extend an offer to our selected candidate by mid-February and desire a start date in March 2025.**

DarkSky International is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), race, color, national origin, ancestry, religion, sex (including sexual orientation and gender identity), pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed service member status, or any other status protected by federal, state, or local laws. The Organization is dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.