



Are you on board?

VICE PRESIDENT OF DEVELOPMENT

Boston Harbor Now (BHN) is an organization committed to re-establishing Boston as one of the world's truly great coastal cities – ensuring a vibrant, welcoming and resilient Boston Harbor, waterfront, and islands for everyone. This is an exciting opportunity to join a diverse team of talented individuals who work closely with public agencies, communities and private and non-profit partners. As a member of the executive team, the VP of Development will lead, manage and implement all aspects of development, work closely with the Board of Directors, and serve as an important external ambassador.

Organizational Overview

Boston Harbor Now is a non-profit organization committed to equitable access, climate resiliency, and the Harbor's role in the health and economy of our region. As the legislated partner of the Boston Harbor Islands National and State Park and the City's partner for the Harborwalk, it encourages people to explore Boston's waterfront and Islands by promoting and hosting hundreds of free and low-cost recreational, cultural and social events. BHN partners with the City of Boston and waterfront communities to prepare for sea level rise, while promoting outstanding waterfront open space, and partners with the Mass Department of Transportation to develop and advance a Boston Harbor-wide water transportation plan for expanded ferry service. They support investment and innovation in Boston's working port to better support our 21st Century maritime economy.

BHN's vision is bold and requires a broad range of expertise, including planning, policy, business, operations, development, advocacy, communications and programming. A key part of our mission is ensuring our communities are protected from the impacts of our changing climate including sea level rise and storms. Current projects underway include: the Stone Living Lab – focused on finding nature-based solutions to sea level rise; the redevelopment of Long Wharf as a climate resilient water transportation gateway to the Harbor; development of Moakley Park, the City's largest waterfront park that will be a model for resilient park design serving some of those most in need of high quality recreation; and implementation of the Master Plan for Peddocks Island.

For more information about Boston Harbor Now, please visit: www.bostonharbornow.org

The Vice President of Development Role

Reporting to the President and CEO and serving as a member of the Executive Team, the Vice President of Development will be an innovative and proven development professional with a track record of effective leadership and management. The preferred candidate will be a team player, capable of communicating and working effectively with the Board of Trustees and a diverse and growing staff. They will collaborate to make strategic decisions to raise the profile and the funds to fulfill the organization's vision and work closely with the Board of Trustees and Advisors to prepare and implement a comprehensive development plan.

The VP will develop and implement strategies to grow our existing donors and identify, cultivate, and steward new funding sources while implementing sustainable systems that enhance and measure productivity. They will manage the development staff and budget and oversee all aspects of development, with a focus on growing major gifts.

This is a full-time position, requiring a flexible work schedule.

Responsibilities

- Partner with and support the President and CEO and Board of Trustees on all major fundraising initiatives, including a comprehensive development strategy for individual, corporate, foundation, and government grants
- Collaborate with the Executive Team and staff to develop and implement BHN's strategies and initiatives
- Have primary responsibility for development with an emphasis on building long-term donor and partner relationships
- Oversee research of funding sources and trends and development of proposals to position Boston Harbor Now for future growth
- Monitor development information and performance, presenting analysis to Board and staff
- Increase all sources of donations over time, consistent with the organizational strategy and plans
- Hire, manage, and cultivate the development staff and incorporate all staff and volunteers in the development function
- Contribute to continued growth of the organization through strategic leadership and fundraising internally and externally

The Ideal Candidate: enthusiastic about the mission and committed to advancing it

Development Leadership

- Demonstrated success in not-for-profit development, fundraising and growth
- Knowledgeable about most of the following: major gifts programs, annual giving, corporate sponsorships, events, direct mail, grants, online giving, capital campaigns, and planned giving

- Experience in the following:
 - Cultivating and increasing donor relationships and gifts over time
 - Developing and executing strategic fundraising plans
 - Managing systems and measuring success of development
 - Productive relationships with Trustees, donors, and staff
 - Communicating and collaborating with a diverse range of constituents
 - Supervising staff and working effectively as part of a management team
- Knowledgeable of fundraising best practices, systems to support development, experience with Salesforce or other CRM, and comfortable using Google Suite and Microsoft Office products
- Experience partnering with public agencies

Personal Characteristics

- Leadership and professionalism
- Committed to the values of diversity, equity, and inclusion
- Strategic thinker: creative, innovative and takes initiative
- Highly organized, detail oriented with strong management skills
- Moves forward and accomplishes goals
- Effective communicator: engaging and inspiring to a wide range of audiences
- Creative, adaptable leader who can operate at every level of the organization and develop strategic and tactical fundraising initiatives
- Sound judgement and respect for confidentiality

How to Apply

To apply, please send your resume/CV and cover letter to employment@bostonharbornow.org for consideration. Please use the Subject line “VP Development Application (your last name)” in your email.

The salary is competitive and will be commensurate with experience.

In addition to being an Equal Opportunity Employer, Boston Harbor Now aims to create a thriving, inclusive team of staff and volunteers that represent the people we serve and that values all aspects of each member.