



## **DEVELOPMENT DIRECTOR SEARCH MAINE CENTER FOR COASTAL FISHERIES**

The Maine Center for Coastal Fisheries (MCCF), in Stonington, Maine, is seeking an experienced and confident development professional to manage MCCF's fundraising and relationship building efforts in support of our mission: to secure a sustainable future for fisheries and fishing communities in Eastern Maine and beyond.

### **Organization Overview**

Founded in 2003, and originally called Penobscot East Resource Center, the organization arose from the recognition that rebuilding and maintaining our fisheries requires co-management of the marine and river ecosystem by all stakeholders: fishermen; community-based groups; scientists; and tribal, state and federal fisheries managers.

Since 2003, MCCF has launched many innovative and collaborative programs that create a place where fishermen's knowledge becomes part of science and where their voices can become a constructive and creative part of the management dialogue. We have also invested in and engaged the next generation of fisheries stewards.

While we work throughout Maine--and regionally, nationally, and internationally as needed--our focus is on the area from Penobscot Bay to the Canadian border, which is distinct ecologically and socio-economically. It comprises about one third of the Gulf of Maine, has approximately 3,000 commercial fishermen, and includes the two counties on the East Coast most dependent on fisheries.

In 2017, MCCF's fundraising revenues topped \$1.5 million, with 42 percent of funding coming from private foundations and 54 percent from individual contributions. With a strong board, experienced staff, and an impressive track record, the organization is in an aggressive growth phase.

MCCF is located in the beautiful island community of Deer Isle-Stonington. Connected by bridges in the Penobscot Bay, these towns are supported by the lobster and fishing industry. They lead the state in pounds and dollar value of lobster landings, and their waters are home to a working fleet of more than 300 lobster boats.

Additional details about MCCF can be found at [www.coastalfisheries.org](http://www.coastalfisheries.org).

**Position**

The development director will report to Executive Director Paul Anderson and work closely with him as a key member of the management team. The director will have primary day-to-day responsibility for all fundraising activities, including, but not limited to, donor cultivation and major gift solicitation, annual appeals, grant-writing, special events, corporate sponsorships, and a future capital campaign. The director will oversee two employees whose time is partially allocated to development efforts.

The successful candidate will be an exceptional communicator, engaging, passionate and well organized. S/he must understand the realities of working in a small organization where every job is hands-on. The position requires respect for fishermen and understanding of the distinct culture of fishing communities.

This position is full-time, year-round. The development director may have the opportunity to work remotely, as needed, but candidates should anticipate that most of their time will be spent working out of our Stonington office.

**Responsibilities**

- Develop and execute MCCF's annual fundraising plan, including major gift solicitation, annual fund mailings, events, writing grants for foundation support, and identifying new funding sources
- Grow the pipeline of potential major donors; develop and maintain ongoing relationships with major donors; and personally solicit and close major gifts, engaging the executive director as appropriate
- Work closely with the executive director to draft select grant applications
- Manage a volunteer development committee and actively engage its members in advancement efforts
- Oversee the evolution and practical implementation of a donor and prospect database to guide MCCF's development strategy and budget projections
- Create and execute a strategy for a large and sustained base of annual individual donors
- Set the course for annual fundraising and cultivation events
- Provide strategic direction and oversight to two staff members who support fundraising events, donor stewardship and database management

**Skills**

- Exceptional verbal and written communication skills
- Strong analytical skills and powerful perception
- The ability to communicate complex data in clear, concise and compelling fashion, and to adapt presentations for various audiences
- The ability to plan strategically, prioritize, and execute on time and on budget
- Strong organization and time management skills

**Qualifications**

- Bachelor's degree
- Track record of development success in an organization of similar or larger scale
- Prior supervisory or management experience
- Enthusiasm for and understanding of MCCF's mission and vision
- Ability to travel regionally and work some evenings and weekends

### **Compensation**

The salary is commensurate with experience. A competitive compensation package includes employee health and retirement benefits.

### **Apply**

Interested candidates should send a cover letter, resume and the names and contact information for three professional references to Starboard Leadership Consulting at the following address: [search5@starboardleadership.com](mailto:search5@starboardleadership.com). The cover letter and resume should contain detailed information concerning work and fundraising experience, past successes, and qualifications. Applications will be accepted until the position is filled.