



VICE PRESIDENT OF DEVELOPMENT

Position Type: Regular full-time (exempt)

Reports to: President & CEO

Location: Hurricane, Utah/Zion National Park

The Vice President of Development provides dynamic leadership of diverse development and outreach teams in key strategic areas, including leading major capital campaigns, oversight of donor outreach, special event coordination, outreach implementation, and the internal grant program. In collaboration with the CEO, the Vice President will develop the Forever Project program framework to achieve short and long-term objectives through organizational growth and brand engagement in alignment with the ZFP Strategic Plan. The ideal candidate will have experience managing diverse teams using strategic vision and empathy, and proven experience in building strong donor bases and development programs.

WHO WE ARE

Zion National Park Forever Project (ZFP), a leader in non-profit public lands partnerships, believes that our employees are our greatest strength. As such, we are seeking a full-time Vice President that is committed to our mission as the non-profit partner of Zion National Park, Cedar Breaks, and Pipe Spring National Monuments and providing our staff members with an exceptional brand experience. From the moment of hire, our employees engage in the mission of ZFP and understand the value of each person's contribution to this important work.

The Forever Project's headquarters are in Zion National Park. The Vice President position would be located in the philanthropy office in Hurricane, UT. This position will retain a regular office presence at the philanthropic office as well as a presence in park HQ, with remote fieldwork and travel expected. Willingness to work evenings and weekends as needed is required.

WHAT YOU'LL DO:

The Vice President of Development is responsible for the following:

DONOR ENGAGEMENT & GIVING STRATEGY – 60%

- Design and implement a comprehensive strategy to increase giving in all areas of development, including annual giving, major and planned giving, grant applications, and capital campaigns.

- Develop a comprehensive fundraising plan and program framework for ZFP based on the strategic planning process.
- Diversify current donor base and portfolio and create strategies for giving and impact at all levels.
- Increase donor base by expanding ZFP's reach outside of the immediate region (specific goals will be set in conjunction with the CEO and Chief Operating Officer).
- Provide the principal facilitation and coordination of any ZFP capital campaigns.
- Develop targeted major donor engagement strategies. Implement strategies for identifying and nurturing relationships with prospective donors (e.g., individuals, corporate partners, and foundations).
- Develop and execute targeted cultivation plans and solicitation strategies across corporate partners, foundations, grants, and major donor platforms, working closely with the development team.
- Oversee grants program, including work related to grant writing and reports, proposal development and submission, relationship building, and the timely submission of grant proposals.
- Foster a collaborative, team-oriented environment and a culture of philanthropy among associates, donors, volunteers, and partners.
- Lead and inspire staff and board to participate in philanthropic activities.
- Provide leadership and capacity on committees as requested by the CEO.
- Develop targeted park engagement in philanthropic efforts and programs.

BRAND STRATEGY – 20%

- Oversee the development strategy and materials to communicate fundraising needs to a diverse base.
- Coordinate with Communications team to ensure brand alignment in all development initiatives.
- In conjunction with the Communications/ Development teams, execute ZFP brand initiatives, including producing the monthly e-newsletter, updating relevant website content, marketing special events, and leveraging media outreach and social media for the organization.
- Provide editorial and content support for Field Guide production and other relevant collateral.
- Oversee ZFP outreach and development campaigns.
- Direct all program development meetings.

PROGRAM STRUCTURE & SYSTEMS – 20%

- Work with the CEO to design a ZFP program framework that fully empowers a diverse staffing model to grow organizational effectiveness.
- Oversee full development and use of donor database to drive philanthropic objectives.
- Lead in building and implementing ZFP Philanthropic Grants Program Schedule with park partners.
- Direct budget preparation for subordinate departments and maintain the annual budget as it relates to development and outreach.
- Complete other tasks as assigned by the CEO of Forever Project.

KEYS TO SUCCESS (THE MUST-HAVES)

To be successful in this job, you will excel in these areas:

Hard skills:

- Bachelor's degree in relevant field preferred.
- Minimum ten years of professional experience in development, corporate engagement, fundraising, and sales or marketing.
- Proven experience in fundraising, development, and donor management, preferably in a nonprofit organization.
- Demonstrated success in developing and implementing comprehensive fundraising strategies, including major gifts, grants, and corporate sponsorships.
- Strong understanding of marketing and communications principles and strategies, with experience in developing and executing integrated marketing campaigns.
- Knowledge of the national park system and a passion for conservation and outdoor recreation.
- Proficiency in Microsoft Office Suite, donor management software, and marketing automation tools.
- Willingness to travel occasionally for donor meetings, conferences, and events.

Soft skills:

- Commitment to continual learning and teaching, the ZFP mission, and advancing a culture of inclusion in the organization and Zion.
- Resourcefulness, creativity, adaptability, and flexibility.
- Excellent interpersonal and relationship-building skills, with the ability to engage and inspire donors, partners, and stakeholders.
- Strategic thinker with the ability to analyze data, identify trends, and make data-driven decisions.
- Exceptional written and verbal communication skills, with the ability to create compelling content for various audiences and channels.
- Ability to work independently, manage multiple priorities, and meet deadlines in a fast-paced environment.

WHAT ELSE YOU SHOULD KNOW

Zion Forever is an equal-opportunity employer. We value diversity among our staff, and we encourage people of all backgrounds to apply to join our team.

This is a full-time, exempt, benefit-eligible position located in southern Utah. Work will be based in Hurricane, Utah, most days. Housing is NOT available.

Salary is commensurate with experience. ZFP provides a comprehensive benefits package. Following a 90-day introductory period, you will be eligible for a broad array of benefits, including vacation and holiday pay, sick leave, employer-supplemented health benefits package including medical, dental, vision, and health savings account (HSA) plan, long-term disability, and life insurance, a 401(a) retirement plan, and discounts in our park stores.

HOW TO APPLY

Well-qualified applicants should send a resume and compelling letter of introduction describing their suitability for the position to Elizabeth Fiala, HR Manager, Zion Forever Project, at **elizabeth.fiala@zionpark.org**. For questions, contact Elizabeth Fiala.