



Katmai Conservancy

Search Conducted By



Development Director

Katmai Conservancy seeks a versatile, entrepreneurial, relationship-driven Development Director to advance enduring philanthropic support for Katmai National Park and Preserve and its cherished bears, wild salmon, rivers, and iconic landscapes.



Organization **Background**

Founded in 2016, the Katmai Conservancy is the official nonprofit partner of Katmai National Park and Preserve, dedicated to safeguarding one of North America's last intact ecosystems for wild salmon and brown bears. Spanning more than 4 million acres, the Park is home to remarkable features such as the Valley of Ten Thousand Smokes and the iconic Brooks Falls.

Each year, the Conservancy provides over \$700,000 in philanthropic support to the Park. These vital funds contribute to Park staff salary support, research projects, educational programs, and community outreach. Other projects and initiatives include funding important projects like bear abundance surveys and the preservation of Indigenous knowledge, as well as supporting explore.org's world-famous bear cams and the Park's annual viral Fat Bear Week tournament.

With an annual budget of roughly \$1.1 million, the Katmai Conservancy relies on a streamlined staff of three to oversee operations and a small, dedicated Board of Directors to drive its strategic vision.

Mission

To support the preservation of Katmai National Park, its unique ecosystems, scenic character, and associated natural and cultural resources through education, interpretation, and research.

Indigenous Land Acknowledgment

Katmai Conservancy acknowledges that Katmai National Park and Preserve lies within the homelands of Sugpiaq/Alutiiq, Dena'ina Athabaskan, and Yupik people. The Conservancy honors and respects the diverse Indigenous peoples and cultures of this region and their ties to the land and wildlife, and is grateful for their continued stewardship since time immemorial.



Position Overview

As it celebrates its 10th anniversary in 2026, Katmai Conservancy seeks its first Development Director. This is a rare opportunity to take a small but successful fundraising program to the next level while connecting donors to one of the world's greatest wild places. This fully remote role, which can be based anywhere in the Western US, offers the chance to shape the Conservancy's philanthropic future and ensure its continued growth and impact on the Park.

The Development Director will lead the transition from an ad hoc approach to a proactive, diversified revenue strategy, turning Katmai Conservancy's excellent storytelling, brand recognition, and engagement into philanthropic dollars. Within the first 12–18 months, the role is expected to build momentum toward a sustainable revenue trajectory, with success in the first year benchmarked against generating philanthropic revenue equal to roughly three times total compensation. Responsibilities include designing and executing a comprehensive development plan, building a major and principal gifts program, managing grant portfolios, and equipping leadership and board members to engage effectively in fundraising.

This role calls for the emotional intelligence and storytelling ability to connect donors with Katmai's awe-inspiring landscapes and beloved wildlife. It also requires the expertise to establish robust systems, identify priorities, and lead execution. The ideal candidate is a strategic builder who is highly organized, self-motivated, and energized by the chance to shape an organization's philanthropic future from the ground up.



Responsibilities



Fundraising Strategy & Leadership

- ★ Develop and execute a multi-year development plan encompassing individual giving, major gifts, grants, and special events, in close partnership with the Executive Director and board.
- ★ Build overall fundraising forecasts and annual revenue targets, develop clear benchmarks and dashboards, and report regularly on progress against goals.
- ★ Support the Board of Directors' Development Committee, providing coaching and resources to maximize board-led fundraising.
- ★ Monitor fundraising trends and opportunities, and use data-driven insights to pivot strategies as needed.
- ★ Lay the groundwork for future capital or special campaigns as Katmai's fundraising capacity matures.



Donor Cultivation & Stewardship

- ★ Build a pipeline of qualified major donor prospects through research, networking, and cultivation events.
- ★ Manage a personal portfolio of 50–75 active or prospective major donors, guiding each supporter through a clear cultivation and stewardship process.
- ★ Design and implement a system to move supporters from first-time donors to recurring or major contributors, including a future planned giving program.
- ★ Oversee the donor acknowledgment process to ensure all supporters feel seen, valued, and informed of their impact.
- ★ Maintain donor records within the donor management system, ensuring data integrity and accurate reporting.
- ★ Organize and attend donor events, including site visits to Katmai National Park.



Grants & Corporate Partnerships

- ✦ Develop and implement a coordinated grant strategy, supervising the full grant lifecycle including research, writing, reporting, and maintaining a master calendar of deadlines.
- ✦ Identify, cultivate, and solicit corporate sponsors and institutional funders for program-specific funding and event sponsorships.
- ✦ Steward key institutional partners, including explore.org and the Annenberg Foundation.
- ✦ Represent Katmai Conservancy at relevant conferences and funder convenings.



Communications & Operations

- ✦ Craft high-quality development materials, including appeals and digital fundraising campaigns, and oversee donor-facing print, email, and social media communications,
- ✦ Support the production of organizational materials, including the annual report, to communicate a compelling case for support.
- ✦ Align fundraising campaigns with signature events such as Fat Bear Week and the Otis Fund fundraiser.
- ✦ Develop and manage the fundraising budget, tracking expenses against revenue targets and ensuring cost-effective use of resources.



A high-altitude mountain landscape with snow-covered peaks and a clear blue sky. The foreground shows a steep, snow-covered slope with some rocky outcrops. In the background, more snow-capped peaks are visible against a deep blue sky. The overall scene is serene and majestic.

Desired Experience and Competencies

Fundraising Strategy & Leadership

- ★ A strategic, systems-oriented thinker who is comfortable setting fundraising strategy, forecasting revenue, and coaching board members to lead their own fundraising efforts.
- ★ Demonstrated track record of fundraising experience that meets or exceeds revenue targets.
- ★ Experience building or significantly scaling a development plan or program, ideally in a small or growth-stage nonprofit.
- ★ Comfortable working directly with a Board of Directors and other executive-level partners.
- ★ A proactive and organized individual with strong business acumen, able to manage multiple priorities and deliver results while thriving in startup environments and effectively building systems and strategies.
- ★ Genuine passion for conservation and public lands, ideally with an understanding of issues facing national parks and public lands.
- ★ Certified Fund Raising Executive (CFRE) training preferred.

Grants & Corporate Partnerships

- ★ Hands-on experience managing the full grant lifecycle, including research, proposal writing, reporting, and deadline tracking.
- ★ A track record of cultivating corporate sponsors and institutional funders and stewarding those relationships over multiple years.

Donor Cultivation & Stewardship

- ★ Demonstrated success in managing a portfolio of major donors and prospects through identification, cultivation, solicitation, and stewardship.
- ★ High emotional intelligence and expert-level relationship-building skills with donors and funders.
- ★ Experience designing donor and funder journeys, moves-management systems, or planned giving programs that deepen engagement over time.

Communications & Operations

- ★ Expert-level storytelling and persuasive writing skills, with the ability to translate conservation and scientific content into compelling donor narratives.
- ★ Proficiency with donor management software, online giving platforms, and other data-driven fundraising tools.
- ★ Experience with digital fundraising strategies and social media as a means of acquiring and engaging donors.



Compensation

This is a full-time, exempt, benefit-eligible position. The anticipated annual salary range for this position is \$135,000—\$160,000, commensurate with experience.

Katmai Conservancy offers a flexible benefits package including:

- Health insurance stipend
- 403(b) matching
- Generous PTO
- Office stipend to support remote work, including equipment, internet, and office supplies

Location And Requirements

This is a fully remote position, open to candidates located anywhere, ideally in the Western United States. Working hours that overlap well with Alaska time are preferred to support collaboration with the Executive Director, staff, and board. Some evening and weekend work should be expected around donor events, board meetings, and seasonal fundraising activities, including Fat Bear Week. Periodic travel to Anchorage, Katmai National Park, or to meet with donors around the country will be required.

To Apply

Please visit potrerogroup.com/katmai and select “Apply Here.” Applications should include a resume and a cover letter describing your qualifications that match the position criteria and what you will bring to the role.

Interested candidates should apply by **October 12, 2026** for priority consideration.

Start Date

Winter 2027



Additional Information

More information on Katmai Conservancy can be found at katmaiconservancy.org

For additional information regarding this opportunity, please contact:

Jena Kuznik
Senior Consultant
jkuznik@potrerogroup.com



Katmai Conservancy is an Equal Opportunity Employer

Katmai Conservancy is committed to fostering a culture of equity and inclusion, and to honoring and supporting the Indigenous communities and lands connected to Katmai National Park and Preserve. We believe diverse perspectives strengthen our ability to protect Katmai's ecosystems and cultural resources, and we welcome candidates of all backgrounds who share our commitment to this mission.



Potrero Group is honored to coordinate this search on behalf of Katmai Conservancy. We support innovative leaders and organizations making a difference in the world with strategic planning, facilitation, organizational development, and board and executive search services. We are committed to equitable and inclusive practices in all of our work.

To join our mailing list or for more information visit:

PotreroGroup.com