



Director of Growth Initiatives

February 2025

The Ridges Sanctuary is hiring a Director of Growth Initiatives to support our ongoing fundraising, and community engagement. We're looking for someone with excellent communication skills, strong organizational skills, attention to detail, creativity, and the ability to work collaboratively with The Ridges Team. The Ridges seeks someone who has a desire to grow with the Ridges, especially while we grow our operation as outlined in our [20-year Master Plan](#).

As a leading voice for conservation action, the mission of The Ridges Sanctuary is to promote positive environmental behaviors through impactful educational experiences, land protection and management, and ecological research. The Ridges was established in 1937 after Albert Fuller, then Curator of Botany at the Milwaukee Public Museum, began spending a significant amount of time surveying the landscape. Fuller spearheaded a grassroots movement to protect this incredibly diverse property and establish Wisconsin's oldest member-based land trust. This grassroots movement still drives the organization today. The Ridges Sanctuary now protects 1,700+ acres of the Midwest's most biologically diverse ecosystems and serves as a leading voice for conservation action in the region. Our campus features 5 miles of rustic trails, rare wildflowers, historic Range Lights, indoor exhibits, and an accessible boardwalk among more.

Joining our team means becoming part of an organization committed to creativity, teamwork, and excellence. Our goal is to foster a supportive and inclusive work culture where every team member can thrive and contribute to our ongoing success.

Position:

The responsibilities of the Director of Growth Initiatives will aid in the overall growth of the organization. Through fundraising, communications and engagement this role will focus on developing strategies and building relationships to drive the overall success and health of The Ridges. The Director of Growth Initiatives will work with Ridges staff to identify and establish growth opportunities organization wide.

Duties & Responsibilities:

- Identify, create and implement specific strategies and concepts to engage a wide variety of individuals in The Ridges' work through meaningful relationship building.
- Design strategies to attract funding for organization capacity building, new and ongoing programs, and special projects.
- Develop and manage donor prospect list, identify new donor prospects and manage strategies and activities for donor cultivation, solicitation and stewardship.
- Oversee membership engagement and membership growth initiatives.
- Work as part of an internal team and outside consultants to develop strategies to attract funding for capital projects on the horizon through The Ridges' Master Plan implementation.
- Support the Program and Education teams to create, evaluate, plan and execute specific program initiatives designed to grow the size and scope of The Ridges mission.
- Manage and secure event and program sponsorships.
- Oversee donor retention strategies.
- Oversee and support the Development Committee
- Research new grant funding opportunities, establish relationships, write funding proposals and oversee grant reporting.
- Marketing

- Work directly with the Director of Marketing to promote Ridges programs, events and public relations with the goal of enhancing donor outreach.
- Support the production of marketing materials to increase and drive awareness of The Ridges Sanctuary, its programs and activities
- Administrative
 - Prepare program and staff reports for the Executive Director, Board of Directors and Development Committee as needed.
 - Oversee development and distribution of all gift receipts and thank you letters for donations.
 - Oversee the accuracy of our donor database system and suggest efficiencies to maximize the capabilities of our donor database and good record keeping.
 - Attend Development Committee Meetings and participate in board meetings as needed.

Qualifications and Skills:

- Strong written and verbal communication skills
- Bachelor's degree with relevant coursework or equivalent in background and related experience.
- Attention to detail and comfort with multitasking in a deadline-driven environment.
- Knowledge and experience of writing and managing grants and foundation proposals.
- Experience in financial management planning
- Excellent time management skills
- Understanding of strong marketing and fundraising strategies
- Strong writing and editing abilities
- Demonstrated passion for supporting The Ridges' mission.

Position Benefits and Compensation

- Proposed starting salary of \$60,000, commensurate with experience.
- HRA benefit
- 6% Retirement benefit after one year of employment. Employee match not required.
- Paid vacation leave, starting at 10 days per year, in addition to paid sick leave
- 9 paid holidays annually
- Professional development opportunities

This position is full time – exempt and reports directly to the Executive Director.

To Apply

Submit resume and cover letter to Katie Krouse, Executive Director via email at katie@ridgessanctuary.org. Email subject line: Director of Growth Initiatives Submission. **Deadline to apply is February 24th, 2025.** Applications will be reviewed as they are received, and position will remain open until filled.

We look forward to reviewing your application!