



The Belle Isle Conservancy is hiring!

CHIEF DEVELOPMENT OFFICER

The Organization

As the non-profit partner of Belle Isle, the Belle Isle Conservancy (BIC) works alongside the State of Michigan and City of Detroit to support the single-greatest public space in the Detroit region and make it better every day. We do this by:

- Spearheading the investment of significant public and private dollars to drive a number of any major capital and programmatic initiatives on the island
- Carrying out public framework planning alongside the State to publicly prioritize investments and ensure the ongoing voice of the community in these efforts
- Stewarding thousands of volunteers annually to keep the Belle Isle Aquarium and Conservatory free and open to the public, and to participate in our Keep Belle Isle Beautiful island-wide cleanups
- Operating the Belle Isle Aquarium as a free institutional resource to all who visit the island
- Serving as the central communications arm of the state and all island-wide stakeholders and partners

The Opportunity

With the hiring of Belle Isle Conservancy's new President & CEO, Meagan Elliott, the organization is entering an exciting second chapter. Elliott comes to BIC with demonstrated experience leading major parks initiatives including the City of Detroit's citywide parks plan, the public space component of the Strategic Neighborhood Fund, and the Joe Louis Greenway. On Belle Isle, she is looking to ensure that the funding to support the island rivals any major park of its magnitude around the country.

This work begins with casting a new vision for Belle Isle, so that funders do not see the park as a laundry list of deferred maintenance for historic structures, but rather, can understand how their investments build off of the significant public sector funding across the last decade and contribute to the shared experience of this beloved public place.

Belle Isle is in the midst of three critical planning processes that will shape the direction of future fundraising efforts. The first is a "Sustainability Study," which looks at the operations costs of running the Belle Isle Aquarium and the potential for future partnerships to support operations and the broader mission of the Conservancy. This study will conclude at the end of 2024. The second planning effort is a "Facility Plan," which looks at the broader spine of activity along Insulruhe and the potential for transforming this to feel more like a connected cultural campus rather than individual assets that all happen to be on an island and will be concluding in 2025. Finally, the "Belle Isle Development Plan" will serve as an opportunity to work with the public on prioritizing a number of initiatives across the island and consensus-building around those priorities to create a long-term capital road map, with the process concluding in 2026.

Collectively, these three planning processes set up the incoming Chief Development Officer to work closely with the President & CEO on a compelling vision for the future of Belle Isle that directly shapes the content of our Belle Isle Conservancy Comprehensive Campaign. BIC has several major gifts already committed in the quiet phase of this campaign, as well as a base of annual fund donors that needs the attention of the new CDO to cultivate and make stronger.

Position Overview

The Chief Development Officer (CDO) at Belle Isle Conservancy will lead the organization's comprehensive fundraising efforts, managing and growing revenue streams to support its mission to protect, preserve, restore, and enhance Belle Isle Park. The CDO will drive all philanthropic efforts, including individual giving, major and planned gifts, corporate partnerships, and grants, while fostering a culture of philanthropy across the organization.

CDO will be responsible for implementing a strategic development plan, including a comprehensive multi-year campaign, aimed at expanding fundraising initiatives, ensuring long-term sustainability, and building relationships with key stakeholders. This role will also provide leadership to the development team, ensuring alignment with the Conservancy's overall goals and objectives. This role reports directly to the Belle Isle Conservancy's President & CEO.

Key Responsibilities

- **Fundraising Strategy & Implementation:**
 - Develop and execute a comprehensive fundraising plan that includes major gifts, planned giving, corporate sponsorships, grants, and annual giving campaigns.
 - Set ambitious fundraising goals and track progress toward those goals through regular reporting and performance metrics.
 - Lead efforts to identify and cultivate relationships with high-net-worth individuals, foundations, and corporations to secure significant contributions.
 - Develop and oversee stewardship strategies for all donors, ensuring ongoing engagement and recognition.
- **Leadership & Team Management:**
 - Lead and mentor the development team, fostering a collaborative and results-oriented environment.
 - Set clear performance expectations and provide opportunities for professional growth.
 - Oversee staff development, ensuring goals are met and key performance metrics are in place for accountability.
 - Create a positive, inclusive working culture that supports Belle Isle Conservancy's mission and values.
- **Major Gifts & Donor Relations:**
 - Personally manage a portfolio of high-potential donors and prospects, with an emphasis on securing six and seven-figure gifts.
 - Work closely with volunteers and board members to enhance donor engagement efforts.
 - Create innovative approaches to align donor interests with Belle Isle's needs, ensuring the long-term growth of the organization's donor base.
- **Community Engagement & Collaboration:**
 - Serve as a visible and active representative of Belle Isle Conservancy in the community and cultivate relationships with external partners and stakeholders.

- Collaborate with the CEO, board members, and other departments to align development efforts with broader organizational strategies.
- Build partnerships with public and private organizations to leverage support for the Conservancy's projects and programs.
- **Operational & Budget Management:**
 - Develop and manage the development department's budget, ensuring fiscal responsibility and alignment with organizational priorities.
 - Ensure proper tracking and documentation of all donor interactions and contributions in the CRM system.
 - Oversee the preparation of proposals and reports to funders, ensuring compliance with grant requirements and reporting deadlines.

Qualifications

- **Experience:**
 - Minimum of 5 years of experience in nonprofit development, with a proven track record of securing major gifts and meeting fundraising goals.
 - Demonstrated success in managing donor portfolios with six and seven-figure gifts.
 - Experience leading development teams and working in collaborative environments.
- **Skills:**
 - Strong leadership and team-building skills, with the ability to motivate and inspire staff to achieve ambitious goals.
 - Excellent written and verbal communication skills, with the ability to articulate the vision and mission of Belle Isle Conservancy to diverse audiences.
 - Knowledge of donor management software and fundraising best practices.
- **Personal Attributes:**
 - Ability to work independently and as part of a team, with a commitment to fostering a positive organizational culture.
 - Strong relationship-building skills with donors, volunteers, board members, and community stakeholders.

Reasonable Accommodation Language (For Title VII and ADA Compliance)

The Belle Isle Conservancy is committed to the full inclusion of all qualified individuals. If you require reasonable accommodation to complete a job application, pre-employment testing, or a job interview or to otherwise participate in the hiring process, please contact [include name and/or department, telephone, and e-mail address, etc.].

Equal Opportunity Employer (Title VII and ADA)

The Belle Isle Conservancy is an equal opportunity employer and considers all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other characteristic protected by law.

Commitment to DEI (Nonprofit Industry Best Practice)

The Belle Isle Conservancy is committed to celebrating the individual differences that make us spectacular. We practice values of diversity, equity, and inclusion comprehensively through BIC's culture, workforce, workplace, vendor selection, programs, and experiences. We strongly encourage people of color, LGBTQ+ community, veterans and active duty military, parents, individuals with disabilities, and individuals from all cultural backgrounds to apply.

Application Process

Interested candidates should submit a resume and cover letter detailing their qualifications and passion for Belle Isle Conservancy's mission to Meagan Elliott at careers@belleisleconservancy.org with the subject line "Chief Development Officer".