



Major Gifts Officer

Position Announcement - February 22, 2022

Salary Range: \$70,000 - \$85,000, full-time, exempt

Priority Application Date: open until filled

Inspiring Hikers to Create Trails for Everyone, Forever

Washington Trails Association (WTA) is the nation's largest state-based hiking and trail maintenance organization. Powered by hikers for more than 50 years, WTA works to ensure Washington's trails stand the test of time, connecting people to the outdoors—from everyday adventures to backcountry explorations. We engage our community as public lands advocates, as trail stewards and as on-the-ground experts sharing knowledge with fellow hikers. WTA's strength is in its community and future success depends on fostering an inclusive organization and hiking community, where everyone feels welcome and represented.

Position Summary

WTA is looking for a new Major Gifts Officer who is passionate about building a sustainable trail system, fostering an equitable and inclusive hiking community, and inspiring trail users to invest in our vision for trails for everyone, forever. The Major Gifts Officer will be the key team member specifically responsible for recruiting and sustaining WTA's Leadership Circle - individuals who contribute \$5,000 or more annually to our work. Our Leadership Circle is an important pillar of our community that has seen steady growth over the last three years, with a goal to raise over \$1 million in major gifts in 2022. The next Major Gifts Officer will be excited to nurture and grow this community of supporters in order to achieve WTA's vision.

Primary Responsibilities

- Build, execute and track plan to raise over \$1 million in major gifts in 2022, with an eye towards growth in 2022 and beyond.
- Cultivate and manage relationships as a primary point of contact for current and prospective Leadership Circle members.
- Identify and recruit new Leadership Circle members.
- Oversee programming that fosters community among Leadership Circle members and encourages engagement with WTA's mission and impact.
- Advise CEO, Development Director and other staff to facilitate relationships with current and prospective Leadership Circle members.

Job Skills and Experience

First and foremost, the Major Gifts Officer will be passionate about our vision and mission as well as committed to building an equitable organization and outdoor community. We are looking for someone who will draw energy from meeting with a diverse community of hikers who love the outdoors, forming deep relationships and helping people find opportunities to make a concrete impact through giving. Competitive candidates will



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have a successful track record moving individuals towards taking concrete action or making investments, and may come from backgrounds in fundraising, community organizing or business development. The ideal candidate will:

- Communicate clearly, both verbally and in writing, to inspire others to take action.
- Display high ethical standards and maintain confidential donor information.
- Engage diverse stakeholders inclusive of race, age, gender, ability and other identities.
- Collaborate with colleagues at all organizational levels, internally and externally.
- Allow for a flexible schedule for evening and weekend events and meetings as needed.
- Maintain a strong commitment to WTA's mission and vision for trails for everyone, forever.

Location and Schedule

The Major Gifts Officer position is a full-time, exempt position based in WTA's Seattle office. WTA has a hybrid work model with at least 2 days of work per week in-person at our Seattle office. Some tasks may require in-person presence at the office or occasional evening or weekend work for special events. Vaccination requirements are in place for WTA staff and volunteers.

Compensation

The salary range for this position is \$70,000 - \$85,000 annually depending on experience with a generous benefits package that includes medical, dental, vision and long-term disability insurance; retirement; transit pass; and holiday, vacation and sick leave.

Diversity, Equity & Inclusion

WTA is committed to advancing equity through our work and to becoming a more inclusive organization. People of color and others with underrepresented identities (including but not limited to: gender identity, class, socioeconomic status, sexual orientation, age, ability, and background) are strongly encouraged to apply.

WTA does not discriminate in employment opportunities or practices on the basis of age, color, gender identity, marital status, honorably discharged veteran or military status, national origin, citizenship or immigration status, political ideology, race, religion, sex, sexual orientation, genetic information, the presence of any sensory, mental or physical disability, status as a victim of domestic violence, sexual assault, or stalking, or any other status or characteristic protected by federal, state or local law.

To apply: submit a resume and a brief cover letter to jobs@wta.org. Include "Major Gifts Officer" in the subject line. This position is open until filled.

If you have any questions or need accommodation in our recruitment process, please contact jobs@wta.org. We look forward to hearing from you!