



Job Announcement

TRLT Seeks Development Director

Reports to: Executive Director

Supervises: Development & Communications Manager

Location: Driggs, Idaho | Hybrid (up to 16 hours/week remote)

Salary: Starting \$85K+, depending on experience, plus robust benefits

Application Deadline: Open until filled

About Teton Regional Land Trust

Teton Regional Land Trust (TRLT) partners with private landowners to protect working farms and ranches, fish and wildlife habitat, and the scenic open spaces of eastern Idaho for generations to come. Serving six counties across the Upper Snake River watershed, TRLT has permanently conserved more than 43,000 acres of critical lands. This role is ideal for a fundraising leader who wants their work to directly influence the region's landscapes, communities, and long-term conservation outcomes.

The Role

TRLT seeks a strategic, collaborative Development Director to lead all fundraising and engagement efforts supporting land conservation. This senior leadership role sets long-term fundraising direction, cultivates strong donor relationships, and contributes to a solutions-focused, team-oriented culture. The Development Director works closely with the Executive Director and Board to ensure the resources needed to achieve TRLT's mission.

What You'll Do

Fundraising Strategy & Leadership (80%)

- Develop and execute annual and multi-year fundraising strategies.
- Grow and diversify revenue across major gifts, annual giving, foundations, corporate giving, planned giving, and events.
- Cultivate, solicit, and steward major donors and key partners.
- Strengthen donor stewardship systems and ensure CRM accuracy.
- Provide clear fundraising reporting and support Board and staff engagement in development work.

Outreach & Communications Leadership (10%)

- Guide integrated communications that support fundraising goals.
- Align outreach, events, and messaging to advance donor engagement.
- Supervise and mentor the Development & Communications Manager and foster cross-team collaboration.

Grants & Institutional Giving (10%)

- Lead foundation strategy, research, and relationship management.
 - Partner with conservation staff on strong proposals and grant stewardship.
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What You Bring

- Significant fundraising or sales experience with demonstrated results.
- Experience securing six-figure gifts and managing complex solicitations.
- Excellent communication and relationship-building skills.
- Leadership experience, including supervising hybrid teams.
- Proficiency with donor databases, research, and fundraising analytics.
- A collaborative mindset and the ability to work constructively across teams.
- A commitment to TRLT's mission and work style rooted in integrity, connection, and forward momentum.

Requirements

- Valid driver's license
- Flexible schedule; some evening and weekend work required for events
- Occasional local or regional travel

Benefits That Matter

Hybrid Workplace

- TRLT allows up to 16 hours work per week remote, 24 hours per week in office after introductory period

Significant Paid Time Off

- 80 hours of PTO (increases to 120 hours after one year; 160 hours after four years)
- 56 hours of flexible personal days; accrued quarterly
- 64 hours of sick leave; accrued monthly with roll-over options
- 8 paid holidays
- Office closed from Christmas Eve through New Year's Day
- Eligible for a 2-month paid sabbatical after 7 years

Health & financial benefits

- 100% employer paid coverage of:
 - Health and dental insurance
 - Life and AD&D insurance
 - Short- and long-term disability
- HSA plan option with monthly employer contributions
- 401(k) with up to 3% employer match
- Optional higher-tier coverage for SL/LT disability, life, AD&D
- Optional (employee paid) dependent coverage

TRLT is an equal opportunity employer and values candidates who bring diverse perspectives, experiences, and skills to our work.