



## Job Announcement

### TRLT Seeks Major Gifts Manager

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

**Reports to:** Executive Director

**Salary:** \$70K+

**Application Deadline:** April 15, 2026

#### 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.

#### The Role

The Major Gifts Manager (MGM) is a key frontline fundraiser responsible for cultivating, soliciting, and stewarding major donors and prospects to advance TRLT's conservation mission. Working closely with the Executive Director, Development Staff, and Board, the MGM manages a portfolio of high-capacity donors and leads focused engagement strategies.

This position is ideal for a relationship-driven fundraiser who wants their work to directly influence conservation of the region's landscapes and communities. This role requires a strategic, collaborative, and highly relational professional who thrives in a mission-driven, team-oriented environment.

#### Key Responsibilities

##### Major Gifts Strategy & Donor Portfolio Management (70%)

- Manage a portfolio of major donors and prospects with the capacity to make significant annual, multi-year, and transformational gifts.
- Develop individualized cultivation and stewardship strategies tailored to donor interests and organizational priorities.
- Conduct donor visits, prepare compelling proposals, and lead engagement activities.

- Partner with the Executive Director and Board of Directors on strategic donor outreach and gift conversations.

#### **Annual & Multi-Year Fundraising (15%)**

- Support TRLT's broader fundraising goals across annual giving, planned giving, corporate giving, and campaign initiatives.
- Contribute to the development of multi-year fundraising strategies that grow and diversify revenue.

#### **Events & Donor Engagement (10%)**

- Collaborate on donor events, field tours, and small-group gatherings that deepen donor connections to TRLT's mission.
- Coordinate follow-up strategies to maximize engagement and identify new major-gift opportunities.

#### **Communications & Collaboration (5%)**

- Work with the Development & Communications Manager to ensure messaging aligns with donor interests and fundraising narratives.
- Contribute to a collaborative internal culture that supports cross-team communication and shared fundraising success.

#### **What You Bring**

- 3+ years fundraising, sales, or relationship-management experience with demonstrated results.
- Proven success cultivating and securing major gifts (five- and six-figure gifts).
- Excellent communication, writing, listening, and interpersonal skills; ability to build trust and inspire generosity.
- Strategic thinker with strong follow-through and the ability to manage complex donor relationships.
- Experience using donor databases, research tools, analytics, and portfolio-management best practices.
- Collaborative mindset and commitment to TRLT's values: integrity, connection, and forward momentum.

#### **Requirements**

- Valid driver's license.

- Flexible schedule, including occasional evening and weekend hours for donor meetings and events.
- Some local or regional travel within the Upper Snake River watershed.

### **Benefits That Matter**

#### **Hybrid Workplace**

- Up to 16 hours/week remote; 24 hours/week in the office after the introductory period.

#### **Generous Paid Time Off**

- 80 hours PTO (120 hours after one year; 160 hours after four years)
- 56 hours flexible personal days
- 64 hours sick leave
- 8 paid holidays
- Office closed from Christmas Eve through New Year's Day
- 2-month paid sabbatical after 7 years

#### **Comprehensive Health & Financial Benefits**

- 100% employer-paid health, dental, life, AD&D, short- and long-term disability
- HSA plan options with monthly employer contributions
- 401(k) with up to 3% employer match
- Optional higher-tier medical, disability and life insurance
- Optional employee-paid dependent coverage

#### **Equal Opportunity Statement**

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