



## **Job Announcement: Director of Development**

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### **Help Build a More Connected, Sustainable Marin**

The Marin County Bicycle Coalition (MCBC) works to create a healthier, more connected, and more sustainable Marin by making bicycling safe, accessible, and a normal part of everyday life.

For more than 25 years, MCBC has helped shape transportation policy, expand bicycle infrastructure, support youth education programs, and build a thriving culture of active transportation throughout Marin County.

We are seeking a dynamic, relationship-driven fundraiser to lead and grow our individual giving program during an exciting period of organizational momentum and community impact.

This is an opportunity to help shape the future of one of California's most respected bicycle advocacy organizations while building meaningful relationships with donors, community leaders, and supporters who care deeply about sustainability, mobility, public space, healthy communities, and climate-forward transportation.

### **About the Role**

The Director of Development leads MCBC's individual giving strategy, including major gifts, annual giving, memberships, donor stewardship, and fundraising campaigns.

Reporting directly to the Executive Director, this position plays a central role in strengthening donor relationships and expanding philanthropic support for MCBC's mission and long-term growth.

This role is ideal for someone who:

- Enjoys building authentic relationships with supporters and community members
- Is energized by mission-driven fundraising and strategic growth
- Thrives in a collaborative, community-oriented environment
- Appreciates bicycling and active transportation culture
- Is comfortable representing MCBC at rides, events, coffees, and community gatherings throughout Marin County

The ideal candidate for this position loves riding road and mountain both for transportation and recreation. Candidates do not need to be elite or competitive riders, but have a passion for the sport.

MCBC operates as a fully remote organization, but this role requires regular in-person engagement throughout Marin County and the Bay Area.

## **Key Responsibilities**

### Major Gifts & Donor Engagement

- Manage and grow a portfolio of individual donors and prospective supporters through cultivation, stewardship, solicitation, and relationship management
- Conduct donor meetings virtually and in person
- Successfully cultivate and solicit 5-(and ideally 6-) figure gifts
- Build authentic, long-term relationships grounded in shared values and community impact
- Partner closely with the Executive Director on donor strategy and planned giving opportunities

### Individual Giving Strategy & Program Leadership

- Lead planning and execution of MCBC's individual giving program, including:
  - Major gifts
  - Annual giving
  - Membership campaigns
  - Sustainer giving
  - Donor stewardship
  - Special fundraising initiatives
- Help establish fundraising priorities, timelines, and campaign strategies
- Maintain and grow a healthy donor pipeline through ongoing prospect identification and cultivation
- Track donor engagement and fundraising activity using the organization's CRM

### Community Engagement & Events

- Support donor engagement at fundraising events, rides, and community gatherings
- Help identify and cultivate new supporters and philanthropic partners
- Represent MCBC as an enthusiastic ambassador for active transportation and community connection
- Collaborate with communications staff on fundraising campaigns and donor communications

## **Qualifications**

We recognize that candidates may bring relevant experience from a variety of backgrounds, including nonprofit fundraising, community engagement, advocacy, sales, higher education, outdoor recreation, or other relationship-based leadership roles.

Ideal candidates will bring:

- Demonstrated success in fundraising, donor engagement, sales, or related relationship-centered work
- Experience cultivating and soliciting major gifts or managing high-level client/supporter relationships
- Strong interpersonal and relationship-building skills
- Excellent organizational and project management abilities
- Ability to work independently and collaboratively in a remote environment
- Experience using CRM systems to manage donor relationships and fundraising activity
- Enthusiasm for community-building, active transportation, sustainability, or outdoor culture
- Ability to participate in occasional community rides and events throughout Marin County
- Residence in the Bay Area or willingness to relocate

Experience successfully securing 5-figure gifts is strongly preferred. Experience with 6-figure gifts is a plus.

### **Compensation & Benefits**

- Salary range: \$105,000–\$125,000 DOE
- Fully remote work environment
- Medical, dental, and vision benefits
- Retirement benefits
- Generous paid time off, including the week between Christmas and New Year's Day
- Home office and bicycle maintenance stipend
- Flexible, mission-driven organizational culture
- Additional benefits consistent with MCBC policies

### **To Apply**

Please submit a resume and cover letter to: [Jobs@marinbike.org](mailto:Jobs@marinbike.org). Subject line: Director of Development – [Your Name]. Applications will be reviewed on a rolling basis until the position is filled.