



SCMTS - Development Director

About SCMTS

The Santa Cruz Mountains Trails Stewardship (SCMTS) is a nonprofit trail stewardship organization dedicated to trail building, responsible land management, and education. We work to support, preserve, and expand sustainable trail access throughout the Santa Cruz Mountains area. We're trail builders, resource management experts, and outdoor enthusiasts who are driven to provide legal, equitable, and sustainable trails for all users.

Position Summary

The Development Director is the leader of all SCMTS development strategies and the execution of all related initiatives to meet our budgeted financial goals each year. The Development Director is a key member of the Leadership Team, responsible for leading all fundraising, communications, programmatic opportunities and partnership strategies to support SCMTS's mission and strategic goals. This position reports directly to the Executive Director and oversees a team that includes the Senior Grant Manager, Development Manager and the Senior Marketing and Communications Manager.

This is a mission-critical, strategic leadership position ideal for a passionate, equity-driven fundraiser who thrives in a fast-paced, collaborative environment. The role offers significant opportunities to shape SCMTS's growth trajectory and deepen its regional impact.

Responsibilities

Fundraising

- Lead the development and execution of comprehensive fundraising strategies and campaigns including grants, annual giving, major gifts, special events, corporate and service-group giving, planned giving, and e-philanthropy.
- Manage, support, and mentor staff responsible for individual giving, major donors, and grants, fostering a high-performing and collaborative team

SCMTS - Development Director

- Oversee, build and steward relationships with a portfolio of major donors and grant funders, using moves management strategies to deepen engagement and increase retention
- Oversee prospecting, pipeline development, and CRM systems to ensure accurate tracking and timely cultivation of funding opportunities
- Ensure the grant pipeline is actively maintained, aligned with programmatic priorities, and responsive to funding trends
- Manage the development team's budget and forecasts, and monitor performance against fundraising goals, providing regular analysis and strategic recommendations
- Partner closely with the Executive Director and Board to strengthen fundraising outcomes and overall development capacity

Engagement & Partnerships

- Cultivate and maintain strong relationships with key community stakeholders, including local businesses, government agencies, foundations, donors, sponsors, and peer organizations to enhance the organization's visibility, impact, and mission alignment
- Represent the organization at community events, donor meetings, and partner gatherings to grow its network and influence
- Develop and oversee stewardship strategies to keep partners and supporters engaged, appreciated, and aligned with organizational goals
- Collaborate with program and operations teams to ensure partnerships support and reflect the organization's mission and values

Marketing & Communications

- Oversee the development and execution of a cohesive communications strategy that advances the organization's mission, impact, and fundraising goals
- Lead with cross-departmental teams to ensure consistent and coherent messaging across all channels and initiatives
- Oversee development of key metrics and analytics to assess communication effectiveness, report on ROI, and inform future strategies

Leadership & Strategic Alignment

- Serve as a key member of the Leadership Team, contributing to organizational strategy, planning, and goal setting
- Develop and implement an integrated Development strategy encompassing fundraising, programs, marketing/communications, and stakeholder engagement

SCMTS - Development Director

- Support and engage the Board in fundraising and relationship-building efforts to strengthen organizational capacity
- Ensure all fundraising activities comply with legal regulations, ethical standards, and donor confidentiality policies
- Mentor and coach direct reports to foster their skills and support their career development pathways

What You Bring

- Minimum 5 years experience in a similar position in a Not for Profit organization
- Minimum Bachelor degree in a relevant field including not for profit management, fundraising or marketing.
- Strong experience managing cross-functional teams across at least two of: fundraising, communications, and programs
- Proven track record in fundraising and development strategy
- Excellent time management and organizational skills
- Above-and-beyond written and oral communication skills
- Experience managing relationships and expectations with various stakeholder groups
- Collaborative and inclusive leadership style
- Commitment to community engagement, equity, and environmental access
- Familiar with Google workspace, Monday and Slack is desirable

Bonus Points For

- Rich networking experience with external stakeholders, particularly in the Santa Cruz Mountains Region and Bay Area
- A passion for trails and the outdoors
- Knowledge of SCMTS, familiarity with trail building and recreation communities throughout California

Physical Requirements

This job requires prolonged sitting and use of a computer and mouse. It may require participation in field trips on uneven trails with variable grades. These requirements are representative, and reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Status, Compensation, and Benefits

This is an exempt full-time staff position with a salary range of \$100K – \$120K per annum commensurate with experience. The probationary period is 6 months. For full-time positions, SCMTS provides:

- A generous 4-day week working pattern running from Monday to Thursday for full-time employees (32 hours/week). Monday and Wednesday are mandatory in person days at the Santa Cruz office.

SCMTS - Development Director

- A comprehensive benefits package paying 100% of employee premiums for health, life, dental, and vision insurance with competitive family coverage options.
- A 401K retirement plan and matches for each dollar contributed up to 3.5% of employees' salary per year.
- Annual paid leave benefits include 7 holidays, 5 sick days, and 12 vacation days.
- Week of Christmas off

Equal Opportunity Policy

The Company is an equal opportunity employer, drug-free workplace, and complies with ADA regulations as applicable. We particularly encourage applicants from minority and underrepresented groups.

All applicants are considered for all positions without regard to race, religion, color, sex, gender, sexual orientation, pregnancy, age, national origin, ancestry, physical/mental disability, medical condition, military/veteran status, genetic information, marital status, ethnicity, alienage or any other protected classification, in accordance with applicable federal, state, and local laws. By completing this application, you are seeking to join a team of hardworking professionals dedicated to consistently delivering outstanding service to our customers and contributing to the financial success of the organization, its stakeholders, and its employees. Equal access to programs, services, and employment is available to all qualified persons. Those applicants requiring accommodation to complete the application and/or interview process should contact a management representative.

To Apply

Submit a cover letter and resume to jobs@santacruztrails.org and quote the job title in the subject line. Please include any pertinent information, including professional and personal experience, that is relevant to the position. The position is open for applications until filled.