



Conservation International
Senior Director, Development
United Kingdom

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Background Information

For more than 30 years, Conservation International (CI) has achieved measurable, lasting conservation successes based on their ethos that humans need nature to thrive. With today's global climate crisis, that philosophy is the driving force behind all of CI's work.

The world's scientists agree: We must act now. In just a decade from now, it may be too late to change the trajectory of our climate regardless of money, political will or innovation.

CI has worked to spotlight and secure the critical benefits that nature provides to humanity. Combining fieldwork with innovations in science, policy and finance, they have helped protect more than 6million square kilometres of land and sea across more than 70 countries.

CI's Mission

Building upon a strong foundation of science, partnership and field demonstration, Conservation International empowers societies to responsibly and sustainably care for nature, our global biodiversity, for the well-being of humanity.

CI's Vision

CI imagines a healthy, prosperous world in which societies are forever committed to caring for and valuing nature, for the long-term benefit of people and all life on Earth.

The Southern Cross – CI's Priorities

To jolt the world onto a path of sustainability in the next decade, CI has developed a set of clear priorities which they look to as their "Southern Cross" — a constellation that mariners have long relied on for navigation. It's the most recognisable constellation in the Southern Hemisphere, where they do much of their work. These priorities guide CI, aligning the organisation to deliver the greatest impact now, in the limited time available to protect the benefits that nature provides to all of us: our food, our water, our livelihoods and a stable climate.





Star 1 Protect & Restore Critical Nature: Protect the Climate

Tropical deforestation releases more carbon dioxide into the atmosphere than the annual emissions of all the cars in the world. We know that at least 30% of the carbon emissions reduction needed to avert climate disaster can come from protecting and restoring tropical forests, mangroves and peatlands.

Planetary Need

Human activities emit 53.5 gigatons CO₂e into the atmosphere each year; we must halve this by 2030 and achieve zero net emissions by 2050. Nature can provide at least 10 gigatons of emission reductions annually – at least 30% of the needed reductions by 2030.

Conservation International's Goal

Eliminate 3+ gigatons of CO₂ from our atmosphere, and secure an additional 40 gigatons of carbon in critical ecosystems by protecting, restoring and sustainability managing more than 138 million hectares of land.

Proof Points:

West Papua, Indonesia

West Papua holds some of the last intact tropical forests in Asia, is one of the most biodiverse regions on Earth, and is home to one of the world's largest mangrove forests and significant peatlands. CI helped the government of West Papua draft legislation to protect its ecosystems and support sustainable development for 900,000 West Papuans.

Cispatá Bay, Colombia

CI partnered with Apple to bring the first “blue carbon” project to market. The project serves to conserve and restore 11,000 hectares of mangrove forest in Cispatá Bay while providing green livelihoods for the local community. In just two years, they will reduce emissions by approximately 17,000 metric tons — equal to the emissions that the fleet of vehicles updating Apple Maps will produce over the coming decade.

Star 2 Protect the Ocean at Unprecedented Scale

The ocean covers 72% of the planet, controls our climate, provides half our breathable oxygen and feeds billions of people. Yet our ocean is under massive threat, with the effects of climate change, overfishing and habitat loss already being felt around the world. The ocean is woefully under-protected, and its conservation is poorly funded.

Planetary Need

Protect 30% of the world's oceans by 2030 and put key fisheries and aquaculture systems on a path where 75% of seafood globally is produced using socially responsible and environmentally sustainable methods.

Conservation International's Goal

By 2025, CI will double the amount of ocean currently under conservation management (adding the equivalent size

of the continental U.S.) and will transition 20 key fisheries and aquaculture sites to sustainable practices.

Proof Points:

Bird's Head Seascape, Indonesia

Partnering with key provincial and local government leaders and partners, CI created a network of marine protected areas of now more than 4million hectares in the world's most biodiverse ecosystem, and developed a trust fund and revenue streams to ensure it is conserved in perpetuity.



Galápagos Islands, Ecuador

Overfishing caused spiny lobster populations to plummet in the Galápagos, leaving fishers and the local community struggling — and the fragile ecosystem in catastrophic decline. Working with local fishers, CI created an ecologically sustainable, economically profitable and socially equitable community-based fishery, ultimately conserving one of the most important areas of marine biodiversity in the world.

Star 3 Establish Sustainability Models at Scale in Key Landscapes and Seascapes

We share this planet with 7.7 billion people. The challenge is to sustain our population without exhausting the nature that supports us. CI seeks to demonstrate sustainability at scale in key landscapes and seascapes around the world, working in partnership with indigenous peoples, local communities, governments and business to fully value the benefits nature provides and help transform sustainable development.

Planetary Need

Nearly 200 countries signed the U.N.'s Sustainable Development Goals (SDGs), which aim to end poverty, fight inequality and tackle climate change by 2030. Underlying nearly all of these goals is one essential ingredient: nature. In fact, most of the goals cannot be met if we don't have fully functioning ecosystems.

Conservation International's Goal

Protect nature and demonstrate its value to people and the economy in some of the world's most ecologically important places, including many where CI has a history of success. CI will leverage these "beacons on the hill" to create replicable models of sustainability that lead to the achievement of the SDGs.

Proof Points:

North Sumatra, Indonesia

Home to rhinos and orangutans, including the newly discovered Tapanuli orangutan, North Sumatra's deforestation rates have increased in the past two years, except where CI has been working with local communities and industry to sustainably produce oil palm, rubber and cocoa. Despite the national trend, deforestation rates here declined.

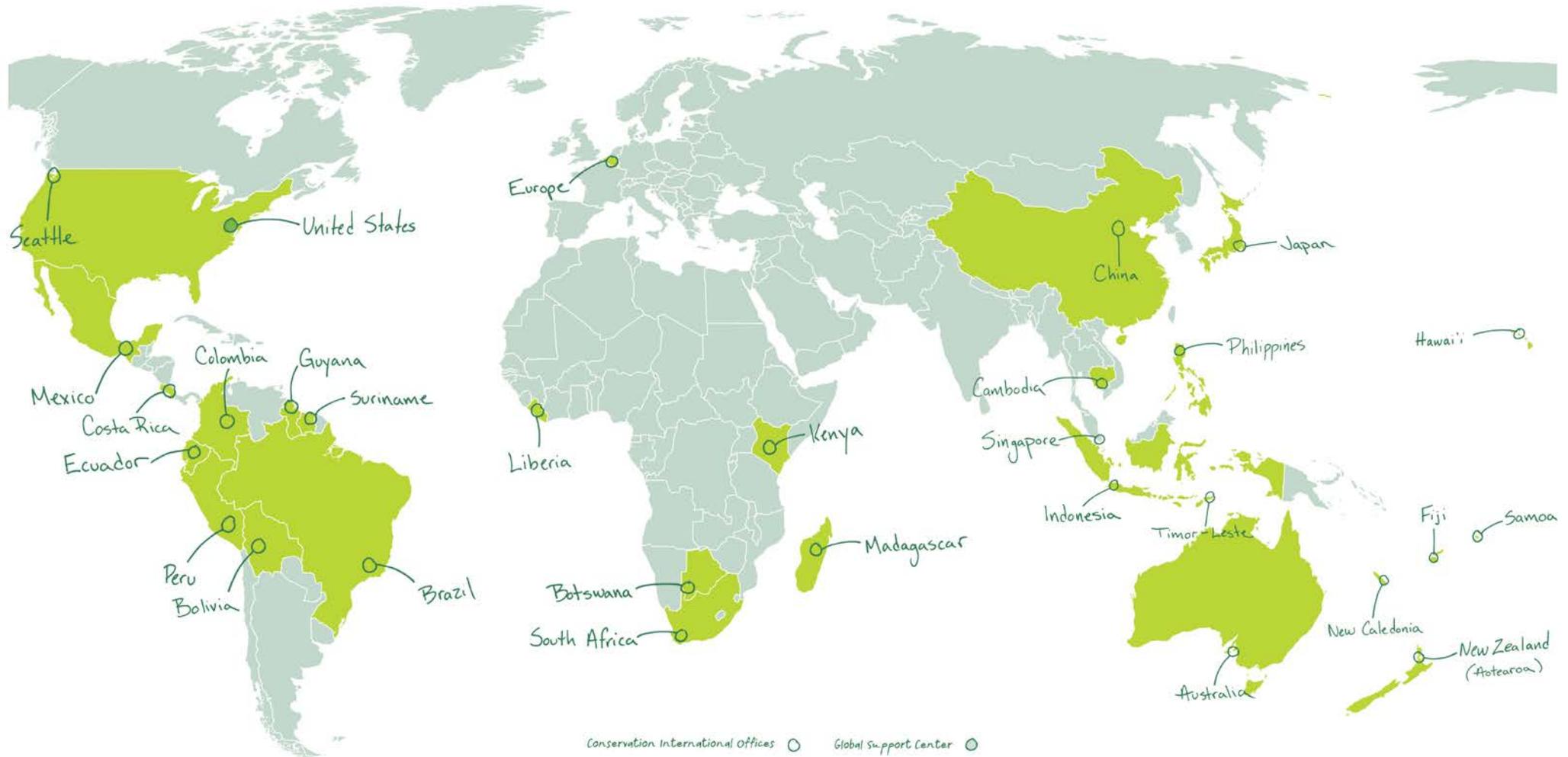
South Africa

With CI's Herding for Health program, they have pioneered a unique approach to massively improve rangelands, blending community empowerment through sustainable ecosystem management with market-based incentives like improved income from cattle sales and potential carbon credit sales. With their partner, the Peace Parks Foundation, CI are now expanding the program throughout southern Africa.



Where We Work

Starting with our first project in Bolivia more than 30 years ago, Conservation International has helped support 1,200 protected areas across 77 countries, protecting more than 601 million hectares (1,485 billion acres) of land and sea. With offices in 28 countries worldwide, Conservation International's reach has never been broader, but our mission remains the same: to protect nature for the benefit of us all.



Why does Conservation International succeed?

CI represent the diversity of the places where they work.

With offices in 28 countries, CI value local knowledge, with more than 97% of their teams hailing from the regions in which they work. Close to half of CI's senior staff are women. They are committed to transparency as a core value leading to an equitable and just workplace



CI promote indigenous rights and voices.

Conservation can only be lasting when indigenous peoples and local communities are

partners in their work. Through CI's Global Indigenous Peoples Program, they collaborate with indigenous peoples at the local, regional and global levels. They run CI's Indigenous Advisory Group and are members of the Board. Hindou Oumarou Ibrahim, one of CI's Lui-Walton Senior Fellows, is a member of Chad's Mbororo community and co-chair of the U.N.'s International Indigenous Peoples Forum on Climate Change. Kristen Walker Painemilla, Senior V.P. of our Center for Communities and Conservation, is Chair for the Commission on Environmental, Economic and Social Policy for the International Union for Conservation of Nature (IUCN).

CI create financial models that will sustain their work long after they are gone.

Few organisations can successfully match limited private funds with public funding at the 7:1 ratio that CI often achieves. The times we live in demand that CI invests in this work today rather than creating an endowment to use at a later date when conservation expenses will have risen. And CI believe in developing expertise in others: Each year they send more than 30% of their funding directly to local partners.

CI are led by some of the world's top scientists.

CI's Chief Scientist, the world-renowned Dr. Johan Rockström, is also director of one of the world's leading climate science organisations, the Potsdam Institute for Climate Impact Research. The head of CI's Moore Center for Science, Dr. Mike Mascia, is the elected president of the Board for the Society for Conservation Biology — the first social scientist to hold this position. On a per-paper basis, CI's research is the most influential of any conservation organisation in the U.S. — ahead of top research universities including Stanford and Harvard, as well as other NGOs. On average, each of CI's papers is cited more than 45 times.

CI builds trailblazing relationships.

To accelerate and compound their efforts, CI collaborate with those who share their bold vision. In academia, they work, for example, with MIT, UCLA and ASU, where their scientists serve as professors of practice. Partnerships with NASA, the Potsdam Institute and hundreds of other organisations from global institutions like The Nature Conservancy to local ones like the Northern Rangelands Trust in Kenya, enable them to amplify their impact by focusing their expertise where it has the greatest effect.

Philanthropy

Today, with offices in more than two dozen countries and a worldwide network of thousands of partners, CI's reach is truly global. Fundraising plays a key role in CI's work and their international team raises c. US\$180M pa each year, of which private philanthropy and foundations fundraising makes up c. \$40M – 50M pa.

CI is embarking on a significant campaign with a goal to secure support for key initiatives in their work across natural climate solutions, ocean conservation, sustainable economies, and innovations. Funding opportunities are truly global and in order for CI to reach a broader base of supporters to match, they have invested to create a new role for a Senior Director, Development to represent them in the UK and across Europe to engage with existing and future supporters in the mission and ambitions of Conservation International.

For further information visit:

<https://www.conservation.org/>

Impact Report 2021

<https://www.conservation.org/about/2021-impact-report>

Annual Report 2020

https://www.conservation.org/docs/default-source/publication-pdfs/fy20-annual-report.pdf?sfvrsn=566309b0_2

The Role

Job title

Senior Director, Development - UK

Location

UK Home-based with easy travel access to London

Reports to

- Senior Vice President Global Public Partnerships & Managing Director CI Europe
- Dotted line to Vice President – Individual Giving

Key relationships

- The CI Europe Leadership Team
- Senior Development Team Members
- CI UK Board Members
- Europe Council Members
- CI International Board (local members)
- Chief Development Officer
- Vice President, Development + Campaign
- Development colleagues across CI Global as required

Purpose

The Senior Director will be joining a high-performing and growing team of development professionals to support and execute a mission-critical fundraising campaign, and to contribute to a US\$45 million annual goal.

This new position has been created to represent CI externally and identify, cultivate, solicit, and steward new high-net worth prospects, individuals and foundation donors in the UK and Europe. The Senior Director will be responsible for achieving specific multi-figure short-term and long-term fundraising goals, and growing the portfolio to meet yearly and multi-year revenue targets.

Strategies will include direct solicitation and cultivation meetings that will lead to large gifts to support operating and restricted programme needs, and the Senior Director will prepare detailed progress reports of all fundraising activities. This position will work closely with Brand and Communications, and fellow Development staff to plan and execute several strategic events, including pre- and post-event donor solicitation.



Key Criteria for Success

After 12 months in post, the successful candidate will have:

- Developed a good understanding of CI and their unique position within the conservation space, both within the UK and globally.
- Fully embedded themselves within CI, established themselves as a collaborative member of the team, and developed strong relationships with the donors, Trustees, Council Members and other key stakeholders.
- Identified opportunities for growth from new prospective supporters, predominantly within the UK and Europe.
- Established a professional relationship with donors.
- Ensured that the annual fundraising targets have been met, based on a robust pipeline in place.



Key Responsibilities

Fundraising

- Achieve a fundraising target of at least €3million in the initial 18months.
- Identify and engage a portfolio of at least 100 major gift and foundation prospects to contribute to developing overall organisation fundraising objectives; complete at least 10 gift solicitations of at least US\$50,000 per year.
- Maintain up-to-date revenue projections towards annual revenue goals in

collaboration with Major Gifts and Foundation Relations managers.

Portfolio Management (Cultivation /Stewardship)

- Work with a US-based Prospect Research team to identify a pipeline of HNW prospects with whom CI will aim to develop significant philanthropic relationships.
- Develop and implement a comprehensive strategy for donors and prospects to raise awareness of CI's

mission and broaden its funding base, increasing portfolio productivity to meet annual and multi-year revenue goals.

- Engage donors through in-person or virtual visits (at least 75 per year), in collaboration with CI programme staff and engagement activity to advance solicitation efforts.
- Organise small cultivation events and work with the Brand and Communications team on design and fundraising strategy for large events to support existing and new donor engagement and flexible funding goals.
- Steward existing donors via written reports and in-person meetings as required.
- Maintain up-to-date records of moves management activity in Raiser's Edge and provide monthly and ad-hoc progress reports.

Internal and External Relationships

- Champion the vision and mission of CI internally and externally, and act as a strong ambassador for the cause in the UK and Europe.
- Work closely the CI Europe leadership team, senior development staff and CI leadership to steward and cultivate

UK Board members and contribute to the recruitment of Europe Council members as needed.

- Partner with CI programme staff internally to foster relationships with donors.
- As needed, work with partner organisations in the UK and Europe as part of donor relationship building.



Person Specification

Experience and knowledge

Essential

- Significant track record of major donor fundraising from individuals including the successful delivery of major gifts at the six-figure level (or more).
- Demonstrable experience of working with board members and key volunteers in identifying and cultivating prospects and progressing fundraising initiatives.
- Proven experience of managing complex and nuanced donor relationships which require a bespoke approach and a high level of judgement.
- Track record of working successfully with cross-functional teams and collaborating towards shared goals.

Desirable

- International fundraising experience.
- Experience of building a fundraising programme in a new territory.
- Experience of fundraising for conservation programmes or charities.
- Experience of organisation fundraising events.
- French or German language skills.

Skills, abilities and attitudes

- Highly organised with the ability to manage multiple priorities simultaneously in a dynamic environment.
- Exceptional writing and verbal communication skills.
- Ability to effectively establish and maintain cooperative working relationships within a diverse multicultural environment.
- Sophisticated interpersonal skills.
- Strategic operator with an entrepreneurial approach.
- Ability to effectively manage multiple stakeholders and initiatives across an international landscape.
- Self-starter, able to work independently and as part of a team.
- Deep interest and knowledge of the environment and conservation trends.
- Professionalism, knowledge of protocol, and discretion.
- Ability to travel as required, including periodic international travel.
- Flexibility and willingness to work unsociable hours (evenings and weekends) when required.



Next steps

Terms

To discuss salary parameters please call **Sonja Dunphy**, Managing Director or **Julie Baker**, Consultant at Richmond Associates.

The package includes:

Annual leave entitlement: 28 days of paid annual leave (for full-time), in addition to UK public holidays and CI designated holidays.

Pension: Employees are automatically enrolled in the NEST pension scheme.

How to Apply

Applications should include:

1. A comprehensive curriculum vitae giving details of relevant achievements in recent posts as well as your education and professional qualifications.
2. A covering letter that summarises your interest in this post, providing evidence of your ability to match the criteria outlined in the Person Specification.
3. Details of your notice period and names of 2 referees, together with a brief statement of the capacity in which they have known you and an indication of when in the process they can be contacted (please note we will not contact your referees without your express permission).
4. Telephone contact numbers (preferably daytime and evening/mobile) which will be used with discretion.

Selection Process

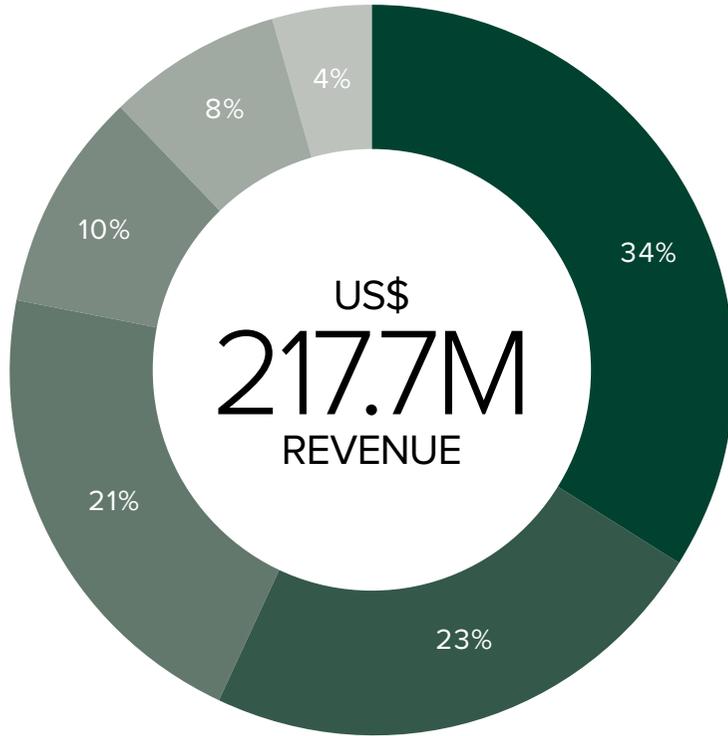
The applicants with the most relevant experience will be invited to have initial exploratory discussions with Julie Baker, Consultant or Sonja Dunphy, Managing Director at Richmond Associates.

First interviews with the Conservation International will take place from **late July 2022**.

Closing date for applications is 09:00 on Friday 8 July 2022.

Please send your application to **Kate Tilley**, Business Support Assistant:

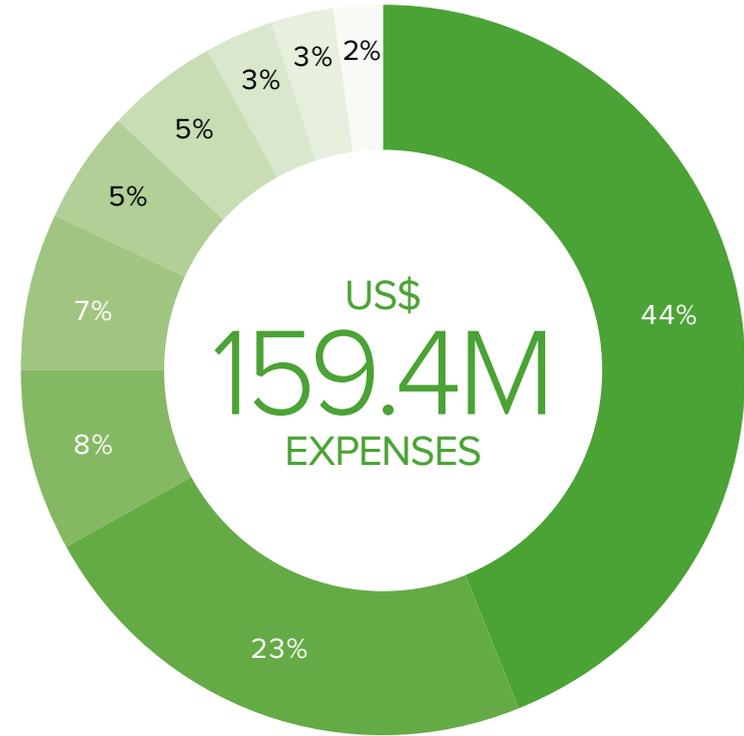
- ✉ info@richmond-associates.com (preferred)
- 📍 Richmond Associates
7-10 Adam Street
London WC2N 6AA, UK
- ☎ +44 (0) 20 3617 9240



REVENUE

In the fiscal year 2021, Conservation International raised a total of US\$ 217.7 million in revenue from deeply committed supporters from around the globe.

- 34%** FOUNDATIONS
- 23%** INVESTMENTS
- 21%** PUBLIC FUNDING, NGOS AND MULTILATERALS
- 10%** INDIVIDUALS
- 8%** OTHER INCOME
- 4%** CORPORATIONS



EXPENSES

Conservation International closed fiscal year 2021 with expenses totaling US\$ 159.4 million.

- 44%** FIELD PROGRAMS
- 23%** GRANTMAKING DIVISIONS
- 8%** FUNDRAISING
- 7%** MANAGEMENT + OPERATIONS
- 5%** OTHER PROGRAMS
- 5%** MOORE CENTER FOR SCIENCE
- 3%** COMMUNICATIONS
- 3%** CENTER FOR SUSTAINABLE LANDS AND WATERS
- 2%** CENTER FOR NATURAL CLIMATE SOLUTIONS