

GHCC Development Director - Job Description

Greater Hells Canyon Council (GHCC) is looking for an experienced fundraiser and communicator to join our team!

GHCC is the only grassroots nonprofit focused exclusively on one of the last great wild places in the lower 48 states—the Greater Hells Canyon Region. Positioned at a critical intersection of several large eco-regions, the lands and waters we protect connect the northern Rockies, Oregon’s high deserts, the Columbia River Basin, and the Cascade Mountains to one another. Our region encompasses Northeast Oregon and extends into Southeast Washington and North Central Idaho.

Our organization is expanding in both size and influence. We seek a development director to work closely with our executive director and other staff to lead the growth of our organization as we work to effectively carry out our mission of protecting, connecting, and restoring a vital network of interconnected wildlands and free-flowing waters across the Greater Hells Canyon Region.

We value lived experience. We seek to embody the following values in all aspects of our work: love, connection, integrity, justice, resiliency, and efficacy. [Learn more about our values here.](#) Come join our Northeast Oregon team protecting the spectacular Blue Mountains region of wild rivers, wild lands, and backcountry adventures.

Core Responsibilities:

- Develop and implement a comprehensive annual fundraising plan that utilizes multiple revenue streams – membership, major gifts, special events, business sponsorships, planned giving, and grants.
- Help drive organizational communications and outreach to tell our story and broaden GHCC’s membership and financial support.
- Lead GHCC’s member engagement and grow GHCC’s major donor support by deepening relationships with existing donors and introducing new and potential donors to the organization.
- Lead and manage logistics for GHCC’s fund- and friend-raising activities and events in our mission area and in other regional cities including Portland, Bend, Boise, and Walla Walla.
- Assist the executive director and other GHCC staff on grant writing and reporting and tailoring program communications to support development goals.

Other Requirements:

- We live and work in the homelands of Nimiipuu, Cayuse, Umatilla, Walla Walla, Wasco, and Paiute people. The Nez Perce Tribe, Confederated Tribes of the Umatilla Indian Reservation, and Confederated Tribes of Warm Springs are sovereign entities and land management leaders in our region. Respectful, informed engagement with our Tribal collaborators and neighbors is essential to all of our work.
- Weave Justice, Equity, Diversity, and Inclusivity into the fabric of your work for GHCC, including modeling cultural sensitivity and competency.
- Demonstrate curiosity for our region including the ecological issues driving GHCC’s conservation activities in NE Oregon.
- Be a skilled connector and communicator.

- Navigate the cultural and political dynamics around conservation issues in rural communities.
- Demonstrate competence in donor management/communication software.
- Be organized and deliberate.
- Commit to being an active member of a small (fun!) team.

Bonus Skills:

Experience or curiosity working with AI, creation of promotional materials and newsletters, website management, storytelling, grassroots or political campaigning; working with the media; networking and public speaking skills; and existing connections to decision makers, foundations, and potential major donors, are all a plus.

Supervisor: The Development Director reports directly to the Executive Director. We are a very collaborative team and work together closely.

Compensation and Benefits: Salary range: \$56K to \$66K (based on experience and cost of living metrics where the successful candidate resides). GHCC offers a generous vacation policy (starting at 4 weeks), 10 paid holidays, 80 hrs of family/personal sick days, paid health and vision insurance, some flexible hours, and opportunities for recreation time in the field to explore our incredible mission area.

Office Location: GHCC employees currently work remotely, though nearly all of us live in Wallowa or Union Counties and we make an effort to see each other regularly. Employee location for this role is flexible in the following areas: 1) within our mission area/Blue Mountains Ecoregion (which encompasses NE Oregon, SE Washington, and parts of North Central Idaho), 2) Portland Metro, 3) Central Oregon, or 4) Boise, ID. Other locations will be considered for the right candidate.

Travel Requirements: Valid license and reliable vehicle for 1) travel to decision centers around the Northwest (Portland, Salem, Boise, Olympia, Seattle) and 2) multi-day trips around the mission area. Occasional weekend and evening hours are required.

Anticipated Start Date: April or May 2025

To Apply: Send a cover letter and resume to Emily Cain, Executive Director at jobs@hellscanyon.org.

Deadline: All applications will be considered until the position is filled. We will do a first review of applications on April 7th, 2025.

PLEASE TAKE TIME TO GET TO KNOW US

We're a small team with a long history and a big vision. Review our website (www.hellscanyon.org) and specifically scroll down on the About Us page and take a look at our four fact sheets: Overview, Protections, Connections, and Blue Mountains Trail. Reviewing our mission, vision, and values is also key.

The Greater Hells Canyon Council is an equal opportunity employer and a 501(C3) nonprofit committed to creating an inclusive and accessible environment for all.