



Director of Development

Reports to: Executive Director

Classification: Full-time, Exempt

Salary: Starting at \$60,000, based on experience. *This role includes an annual performance bonus tied to organizational revenue growth, donor engagement, and strategic operations. Total compensation potential is competitive and designed to reward long-term fundraising success.*

Benefits: Available after 60 days—50% of health insurance and 100% of dental and vision insurance premiums, PTO, and flexible work conditions

Location: Nebraska Wildlife Rehab, Omaha, NE

About Nebraska Wildlife Rehab (NWR)

Nebraska Wildlife Rehab is dedicated to the rescue, rehabilitation, and release of injured and orphaned wildlife. We provide compassionate care while educating the community about wildlife conservation and coexistence. NWR collaborates across Nebraska and the U.S. on research initiatives that benefit wildlife and human health.

Position Summary

The Director of Development is responsible for leading and executing Nebraska Wildlife Rehab's fundraising and donor engagement strategies and is a key driver of the growth and long-term sustainability of the organization. Working under the supervision of, and in cooperation with the Executive Director, this role will develop and implement comprehensive fundraising plans, cultivate relationships with individual, corporate, and foundation donors, and collaborate with staff, volunteers, and board leadership to advance the organization's financial sustainability. The ideal candidate is a strategic, relationship-driven professional with proven fundraising success and a commitment to wildlife conservation. Weekend, holiday, and evening hours may be required.

Key Responsibilities

Fundraising Strategy & Execution

- Develop and implement annual and long-term fundraising plans, including major gifts, grants, special events, and annual giving campaigns.
- Identify, cultivate, and secure funding from individual donors, corporations, and foundations to strengthen and expand organizational programs.
- Manage a portfolio of donors and establish clear fundraising goals, budgets, and progress tracking systems.
- Plan and execute special events to engage donors and raise funds for mission-critical initiatives.

Donor Relations & Communications

- Build and maintain strong relationships with donors through thoughtful cultivation, solicitation, and stewardship practices.
- Oversee donor database management and ensure accurate tracking and acknowledgment processes.
- Work with our Communications Coordinator to create compelling donor communications, newsletters, annual reports, and digital content that highlight organizational impact.

Grant Management

- Lead grant writing, research, and submission processes; identify new grant opportunities aligned with organizational priorities.
- Ensure compliance with funding requirements and provide timely, accurate reporting to funders.

Leadership & Collaboration

- Collaborate with the Executive Director, board, staff, and volunteers to align fundraising strategies with organizational goals.
- Provide regular progress reports to board and leadership on fundraising performance and goals.
- Foster a culture of philanthropy throughout the organization and engage board members in fundraising efforts.

Qualifications

Education & Experience

- Bachelor's degree in a related field preferred; fundraising certification a plus.
- Minimum of 5 years of nonprofit fundraising and donor relations experience, with a proven track record of meeting or exceeding fundraising goals.
- Experience in conservation, wildlife, or animal-related fields strongly preferred.
- Familiarity with contacts and organizations in the Omaha metro area and across Nebraska preferred.

Skills & Competencies

- Strong relationship-building skills with ability to connect with donors, foundations, and community stakeholders.
- Excellent written and verbal communication skills; ability to craft compelling donor messages, grant proposals, and fundraising appeals.
- Strategic and analytical thinking with demonstrated ability to develop, implement, and measure fundraising strategies.
- Applied understanding of fundraising principles, development best practices, and donor stewardship.
- Strong prospect identification, qualification, and cultivation skills.
- Experience with donor database/CRM systems and online fundraising tools.
- Excellent organizational, time-management, and project management skills; ability to handle multiple priorities and deadlines.
- Exceptional attention to detail and problem-solving abilities.
- Entrepreneurial spirit and ability to inspire philanthropy.

Physical Demands

This position involves sedentary office work with occasional lifting up to 10 pounds. Requires close visual acuity for computer work, data analysis, and extensive reading. Ability to operate standard office equipment and walk short distances or drive to meet with supporters and stakeholders.

To Apply

Please submit your resume, cover letter, and contact information for three references to:

Laura Stastny, Executive Director

E-mail: laura@nebraskawildliferehab.org

Application Deadline: April 1, 2026 (Position may close earlier if filled)

Position Start Date: Negotiable after hire

Nebraska Wildlife Rehab, Inc. is an Equal Opportunity Employer. Background checks are conducted on all employees and are a requirement for employment.