Chief Development Officer

Project Healing Waters Fly Fishing, Inc.

Job Details

Location: Remote or hybrid (U.S.), depending on candidate location

Job Type: Full-time

Pay: $130,000 – $150,000 per year, based on education and experience

FLSA Status: Exempt

Department: Development

Reports To: Chief Executive Officer

Travel: Occasional local and national travel, including some evenings and weekends

About Project Healing Waters

Project Healing Waters Fly Fishing (PHW) is a national 501(c)(3) nonprofit dedicated to healing America's Veterans through the therapeutic art of fly fishing. Through a network of approximately 150 volunteer-led programs across the country, PHW fosters restoration, resilience, community, and lasting connections in each Veteran's journey toward healing.

Our work is guided by four core values: Compassion, Accountability, Excellence, and Community.

The Opportunity

PHW is seeking an accomplished, mission-driven Chief Development Officer (CDO) to lead our national fundraising strategy and build the philanthropic revenue that powers our programs for Veterans.

Reporting to the CEO and working closely with the Board of Directors, the CDO will lead major gifts, annual giving, grants, planned giving, corporate and foundation partnerships, and field-based fundraising across PHW's national network of approximately 150 chapters. You'll lead the Development team, personally steward our most significant donor relationships, and serve as a key spokesperson for PHW with major donors, foundations, and corporate partners.

This is a senior leadership role for a proven fundraiser who combines strategic vision with strong relationship skills, disciplined stewardship, and a deep commitment to donor trust and mission integrity.

Development Strategy and Executive Leadership

- Serve as the CEO's principal partner on fundraising strategy, revenue growth, and donor engagement
- Develop and execute a comprehensive development plan across major gifts, annual giving, grants, corporate and foundation partnerships, and planned giving
- Set and monitor fundraising goals with the CEO, CFO, and Board Development Committee
- Present fundraising performance, pipeline health, and revenue forecasts to the CEO and Board
- Leverage AI and donor management systems to improve fundraising efficiency and insight

Major Gifts and Donor Relationships

- Personally cultivate and manage a portfolio of PHW's most significant donors and prospects
- Lead the Major Gifts Officer and development staff in identifying, cultivating, soliciting, and stewarding major donors
- Oversee moves management and donor journey/tiering strategy

- Ensure timely, accurate gift acknowledgment and donor reporting at all giving levels
- Build relationships with foundations, corporate partners, and institutional funders

Field Fundraising and Chapter Development

- Oversee field fundraising strategy across PHW's ~150 chapters in partnership with the Director, Field Fundraising
- Equip chapter leaders and volunteers with the tools, training, and resources to fundraise locally
- Align national and local fundraising to avoid donor conflicts and deliver a unified PHW brand experience
- Monitor chapter fundraising performance and provide targeted support

Stewardship, Compliance, and Restricted Gifts

- Ensure adherence to donor commitments, gift acceptance policy, and restricted-fund compliance
- Partner with the CFO on restricted-fund tracking, donor intent protection, and accurate funder reporting
- Identify and elevate stewardship risks and unresolved donor commitments to the CEO

Communications and Donor Engagement

- Partner with marketing and communications on aligned, effective campaigns and brand messaging
- Oversee donor communications, including appeals, newsletters, events, and digital giving campaigns
- Ensure mission-aligned storytelling that reflects real program impact and Veteran outcomes

Leadership and Culture

- Model humility, service, gratitude, and respect in every interaction
- Build a culture of shared stewardship across the organization
- Develop and mentor Development team members
- Serve as a trusted bridge between national development strategy and local chapter fundraising

What You'll Bring

- Bachelor's degree or equivalent professional experience
- 10+ years of progressively responsible fundraising experience, including 5+ years in a senior development leadership role
- Demonstrated success securing six- and seven-figure gifts and managing a major donor portfolio
- Experience building and leading development teams and multi-channel fundraising programs
- Strong knowledge of donor stewardship, gift acceptance policy, and restricted-fund compliance
- Exceptional written, verbal, and interpersonal communication skills
- Proven ability to represent an organization credibly with high-net-worth donors, foundations, and corporate partners
- High degree of personal integrity and accountability

Preferred Qualifications

- Master's degree in Nonprofit Management, Business Administration, or a related field
- CFRE (Certified Fund Raising Executive) credential
- Military, Veteran-serving, healthcare, or nonprofit development experience

- Experience fundraising for a chapter-based or volunteer-dependent organization
- Experience with donor management systems such as Salesforce Nonprofit Cloud or Blackbaud Raiser's Edge
- Experience using AI to streamline donor research, stewardship, and campaign management

How Success Is Measured

In this role, success looks like:

- Achieving annual fundraising goals and growing the major gift pipeline
- Diversified revenue across giving channels
- Strong donor retention, timely acknowledgment, and accurate restricted-fund reporting
- Growth in chapter fundraising performance and alignment between national and local efforts
- A high-performing, stable Development team and effective partnership with Finance and Operations

Why Join PHW

As CDO, you'll shape the future of a national organization whose work changes lives. Every relationship you build and every gift you secure helps Veterans find restoration, resilience, and community through fly fishing. You'll join a leadership team committed to excellence, with the opportunity for expanded organizational leadership based on performance.

Compensation and Benefits

Salary: $130,000 – $150,000 per year, based on education and experience

PHW offers a comprehensive benefits package, including:

- Health insurance
- Dental insurance
- Vision insurance
- Paid time off
- 401(k) retirement plan

How to Apply

To apply, email your resume and a brief cover letter describing your interest in PHW's mission and how your experience aligns with this role to **careers@projecthealingwaters.org**. Please include the position title in the subject line.

Applications are accepted on an ongoing basis until the position is filled.

Equal Opportunity Employer

Project Healing Waters Fly Fishing, Inc. is an Equal Employment Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by law. Veterans and military family members are strongly encouraged to apply.