Director, Field Fundraising

Project Healing Waters Fly Fishing, Inc.

Job Details

Location: Remote (U.S.)

Job Type: Full-time

Pay: $70,000 – $75,000 per year, based on education and experience

FLSA Status: Exempt

Department: Development/Operations

Reports To: Chief Operating Officer (COO) and Chief Development Officer (CDO)

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 a Director, Field Fundraising to equip and support our approximately 150 local programs to raise funds effectively and in alignment with national standards.

Working in close partnership with the Chief Development Officer, you'll serve as PHW's principal link between national development strategy and regional and program-level fundraising. You'll make sure regional coordinators, program leaders, and volunteers have the training, tools, and support they need to build sustainable local fundraising, and you'll be a trusted source of insight on what's happening in the field, spotting risks, capacity gaps, and stewardship concerns early.

This role is ideal for a relationship-driven fundraiser who loves coaching others and wants to strengthen volunteer-led fundraising across a national network.

Program Fundraising Support and Capacity Building

- Serve as the primary point of contact for regional coordinators and program leaders on fundraising strategy, planning, and execution
- Develop and deliver training, toolkits, and resources that build regional and program fundraising capacity
- Support regions and programs in planning and executing local events, campaigns, and appeals
- Provide direct coaching and troubleshooting to programs that need help increasing fundraising participation
- Leverage AI and fundraising tools to codify best practices and streamline field support

National-Local Alignment

- Coordinate field fundraising with national development strategy to avoid donor conflicts and inconsistent messaging

- Monitor regional and program fundraising performance and report trends, risks, and opportunities to the CDO
- Partner with marketing to ensure programs have consistent, on-brand materials
- Align local fundraising activity with national donor stewardship practices

Donor and Volunteer Relationship Support

- Help regional coordinators and program leaders identify, cultivate, and steward local donors and sponsors
- Ensure program-level gift processing, acknowledgment, and reporting follow organizational policy
- Build authentic, trust-based relationships with volunteer fundraisers across the PHW network
- Identify and elevate donor relationship risks or unresolved commitments in the field

Compliance and Reporting

- Monitor regional and program compliance with fundraising policy, gift acceptance guidelines, and reporting requirements
- Maintain accurate records of field fundraising activity, performance, and support provided
- Prepare field fundraising reports for the CDO, CEO, and Board as needed

Mission Integration and Field Engagement

- Engage directly with PHW programs, volunteers, and participants to understand program delivery and Veteran impact
- Travel to regions and programs to build relationships, provide in-person support, and understand local conditions
- Champion a unified, mission-aligned approach to fundraising that honors local relationships and community engagement

What You'll Bring

- Bachelor's degree or equivalent professional experience
- 5+ years of fundraising, development, or nonprofit relationship management experience
- Demonstrated success supporting volunteer-led or program-based fundraising
- Strong relationship-building, coaching, and training skills
- Exceptional written and verbal communication skills
- Willingness and ability to travel, including evenings and weekends
- High degree of personal integrity and accountability

Preferred Qualifications

- Master's degree in Nonprofit Management, Business Administration, or a related field
- Military, Veteran-serving, healthcare, or nonprofit development experience
- Experience with volunteer-dependent, program-based, or affiliate organizations
- Experience with donor management systems and program reporting tools
- Experience using AI to streamline fundraising support and training materials

How Success Is Measured

In this role, success looks like:

- Growth in program-level fundraising revenue and more programs with active, sustainable fundraising
- Improved fundraising participation among underperforming programs
- High-quality, widely used training and toolkits, and strong program leader satisfaction
- Consistent national-local messaging and program compliance with gift acceptance and reporting policy
- Timely escalation of donor or stewardship risks

Why Join PHW

As Director, Field Fundraising, you'll help volunteers across the country raise the resources that bring Veterans to the water for healing and community. You'll join a mission-driven Development team during a period of growth, with opportunities for expanded field development responsibilities and future leadership roles based on performance.

Compensation and Benefits

Salary: $70,000 – $75,000 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.