



## North Olympic Salmon Coalition

*Restoring Wild Salmon Stocks on the Olympic Peninsula*

### **JOB ANNOUNCEMENT**

#### **Development Manager**

Are you an influential and engaging leader who is passionate about raising funds to support environmental restoration and education? Would you enjoy working with a small, dedicated, powerhouse team at a nonprofit organization which is a respected leader of salmon recovery projects and watershed education on the Olympic Peninsula of WA State? Are you a skilled team leader who enjoys inspiring others to get behind fundraising efforts? Can you work effectively with a diversity of people to think creatively and work effectively toward a goal?

The North Olympic Salmon Coalition (NOSC) is looking for an experienced nonprofit Development Manager to join our team. We are anticipating growth in our business and need to increase our fundraising capacity and broaden our donor relations.

Our ideal candidate:

- Has 5 or more years of experience in the field of nonprofit fundraising and can demonstrate self-driven skills and leadership abilities.
- Cares about the environment and youth education and wants to put fundraising skills to work in a way that empowers program staff to focus on mission-driven programs.
- Enjoys creative thinking, event planning, data analysis and system improvement equally.
- Strives to authentically understand program and project needs so fundraising initiatives, appeals, and events are built on a compelling story.
- Focuses on the granular tasks associated with data entry and analysis, ensuring accuracy and reliability.
- Is an experienced writer and public speaker and an inspirational storyteller.
- Wants to work with a highly collaborative team.
- Enjoys a flexible work environment that values hard work and time off as contributors to overall job satisfaction.

Sound interesting?

**Start Date:** Mid-March of 2024  
**Status:** Part-time, 20-30 hours per week, non-exempt (paid hourly)  
**Pay Range:** \$26.45 – \$33.65 per hour  
**Benefits:** Paid sick, holidays, and vacation; 3% matching retirement program; Employee Assistance Program  
**Location:** Remote/Home office with possibility of some shared office time in Chimacum or Port Angeles  
**Reports to:** Executive Director  
**Supervises:** No supervisory responsibilities

Visit [www.nosc.org](http://www.nosc.org) for a complete job description.

## TO APPLY

Email the following, preferably as a single PDF file

- ✓ Cover Letter
- ✓ Resume
- ✓ Three References (email and phone)
- ✓ Completed [NOSC Employment Application](#)
- ✓ Please ensure materials clearly outline how you meet the 'Required Qualifications' in the Job Description

**Email:** Rebecca Benjamin at [rbenjamin@nosc.org](mailto:rbenjamin@nosc.org)

**Subject:** NOSC Development Manager Application

Position will remain open until we find an excellent person to join our team!

### More about The North Olympic Salmon Coalition

NOSC is a 501(c)(3) non-profit, our mission is to *promote robust wild salmon stocks for families, fishers and local economies by furthering restoration and education on the North Olympic Peninsula of WA*. For more information about NOSC, please visit our website at [www.nosc.org](http://www.nosc.org). We are part of the WA state Regional Fisheries Enhancement Group Program <https://regionalfisheriescoalition.org/> which does restoration work statewide and provides a professional network and resources for professional development, training, and troubleshooting. This program and statewide network of colleagues makes us a unique place to work.

### Our Commitment to Equity and Inclusion

The staff and Board of the North Olympic Salmon Coalition are passionate about advancing our mission. The people that carry out this work include staff, contractors, volunteers, partners, and landowners. We are striving to do the personal and organizational work to create an environment where people of diverse races, backgrounds, and perspectives are welcome, can contribute equally, and can thrive on the team.

Because creating an environment of inclusivity, equity, and respect amongst diverse team members is an ongoing process, we will strive to understand the needs of our team members, to create space for open communication, and to examine systemic barriers to equity and inclusivity.

We are committed to continual learning, improvement, and to doing the repair work necessary when mistakes are made. We welcome feedback, input, and ideas to continue the advancement of becoming an ever more inclusive, equitable, and respectful team environment.

NOSC is an Equal Employment Opportunity employer.

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