POSITION ANNOUNCEMENT

Director of Development

Virtual Role in California
Meet Reef Check

ThinkingAhead Executive Search’s Nonprofit Division is proud to partner with Reef Check to identify, recruit, and hire their first Director of Development.

Reef Check is a $1.2M emerging growth NGO, leading 800 trained citizen scientists and volunteers who have successfully promoted the stewardship of sustainable reef communities worldwide. Reef Check has the unique status of not only making significant contributions within climate change and coral reef conservation/restoration but also is a conduit for bringing new career paths and economic opportunities to underserved and tribal communities across the world’s reef communities. They are well known internationally and are rapidly growing their visibility within the US.

Reef Check’s impact spans 40 countries resulting in the organization, its leaders and volunteers being frequently recognized by a variety of international organizations and awards, with examples including the Katerva Award for Ecosystem Conservation and recognition by the German Dive Magazine Tauchen. Additionally, Dr. Ruben Torres, President of Reef Check Dominican Republic, received the Conservation Prize from the Coral Reef Alliance.

Reef Check performs three vital tasks necessary to promote stewardship of sustainable reef communities worldwide:

1. Training teams of local volunteer citizen scientist divers to collect critical data on reef health and climate change impacts to scientists and policy makers for key decision making
2. Through exciting educational outreach programs, developing teams of ocean ambassadors with the skills and knowledge to make a tangible difference in marine conservation in their local communities. Their immersive youth education programs expose participants to training and processes that often can light an interest in science careers while they are becoming stewards of the ocean.
3. By developing both ecologically sound and economically sustainable solutions with the involvement of local communities that lead to reef conservation and restoration, underserved and tribal communities are often key beneficiaries.
Reef Check In Action

**Malaysia Tioman Marine Conservation Group**
Already 5 years of success creating long term professional careers for indigenous villagers to protect precious coral reefs, demonstrating how the local community can rise to the challenge of protecting its natural resources and participate in their management.

**Reef Check and Outward Bound Adventures (OBA) Provide EMBARC**
Partnerships creating real life adventures and challenging opportunities, providing access and training for underserved inner city young adult and an exciting introduction into marine science careers, oceanic activities and conservation.

**California's North Coast Kelp Restoration Project**
Working in collaboration with other organizations through kelp restoration to reverse the significant degradation, devastation and collapse of California’s North Coast commercial fisheries and declining biodiversity and ecosystems.

For Full Project information please click on the links above
Leadership

Jan Freiwald, Executive Director
Jan Freiwald is the Executive Director of the Reef Check Foundation. Jan has deep expertise in reef community ecology, marine management, citizen science and marine conservation. Prior to becoming Executive Director, Jan led the Reef Check California program for eight years. He has grown this program into a statewide marine protected area monitoring network of citizen scientists. Jan is responsible for implementing a climate change research project for the Reef Check California program, which is studying the effects of ocean acidification and hypoxic zones on the reefs and kelp forests along the California coast. He studied biology in Germany before receiving a Bachelor of Science in Marine Biology from the University of California Santa Cruz. Prior to joining Reef Check, Jan obtained a PhD in Ecology and Evolutionary Biology from the University of California Santa Cruz where he used approaches ranging from acoustic telemetry, to community surveys to genetic analyses to investigate kelp forest community ecology and marine protected area design.

Jenny Mihaly, Operations Manager
Jenny Mihaly, born and raised in Southern California, graduated from UCLA in 2003 with a Bachelor of Science degree in Marine Biology. In her senior year, she spent a quarter with other UCLA students at the Bodega Marine Laboratory in Bodega Bay, California where she studied sea anemones and flatfish. In 2003, Jenny got her SCUBA certification in beautiful Maui. She looks forward to getting more dives under her belt. Jenny currently works out of Reef Check’s headquarters office in Marina del Rey.

Perry Roshan-Zamir, Board Chair
Perry Roshan-Zamir is the general counsel for Cabo Cantina and practices franchise law in Santa Monica. He received his bachelors in Biomedical and Electrical Engineering from University of Southern California in 1989, his J.D. From Whittier College School of Law in 1992 and his Masters in Business Taxation from University of Southern California in 1996. He is a certified specialist in franchise law with experience in the restaurant industry. Perry is a certified diving instructor, well traveled and has had the privilege of diving in every continent. He is a member of the board of directors of Santa Monica Bay Area Human Relations Council (HRC) which is a partnership of community organizations, institutions, businesses, and individuals which promotes and supports a respectful and socially just community through education, advocacy, and resolution of local conflicts and issues.
The Role

Reporting directly to the Executive Director and working closely with the Board of Directors and Operations Manager, the **Director of Development** will have a “green field” opportunity for developing the strategic direction and operational tactics to build an overall sustainable Development program. The organization has an ongoing successful track record of annually securing revenues mainly through grants and foundations, and now is poised to grow by investing in this new leader to build out a complete development program including major gifts, annual fund, planned giving, corporate relations and other important components. The Director will be a hands-on leader-doer as they develop the program and eventually a team, and have a seat at the leadership table.

The candidate must have an established background in coordinating nonprofit donation strategies and staff/volunteer leadership experience. This is a remote role but must be based in California. Reef Check’s offices are in Santa Cruz and greater Los Angeles.

**Responsibilities include:**
- Creating and implementing an evolving comprehensive development strategy.
- Planning, executing and evaluating fundraising campaigns and activities.
- Managing the organization’s fundraising programs.
- Identifying and stewarding prospective and current donors.
- Securing five and six figure gifts and grants.
- Recruiting, mentoring and training staff and working successfully with volunteer leaders and board members.
- Continual knowledge gathering and implementation of successful fundraising trends, tools and opportunities within the nonprofit sector.
Minimum Qualifications

• 5 years of development work experience, especially in the areas of individual giving and corporate relationships.
• Experience creating and implementing a new and comprehensive development strategy.
• Strong track record of highly effective work with board members and executive leadership.
• Superb written, verbal and interpersonal skills.
• Fundraising software and tools expertise.
• Creative, self-starter attitude.
• Proven track record of successfully growing and running fundraising campaigns, donor cultivation and stewardship.
• A passion for the mission of the organization even if their current and past experience is within another nonprofit sector.
The Opportunity

The newly created Director of Development position provides the canvas for the candidate who wants to create and implement a comprehensive development program within an emerging growth $1.2M NGO. This organization has a 25 year reputation of globally meaningful impacts, receiving significant awards and recognition over the years. They have attracted and built a passionate, effective team of leaders, board members and committed citizen volunteers all of whom are ready to embrace and support this new Director. Another great resource is the continually expanding list of supporters highlighted by organizations like Accenture, Google, The Nature Conservancy, Coca-Cola, NBC Universal.

While enjoying the flexibility of a remote, telecommuting California-based location, the Director will also be spending time at Reef Check’s international headquarters in Marina Del Ray and Santa Cruz. The staff, board and citizen divers are all active enthusiasts of ocean activities and embrace an informal, supportive work culture.

This role will have a seat at the Executive Leadership table. They will have the satisfaction of being a hands on leader/doer but will also in time be able to grow their department into a staff that they will recruit, mentor and lead to success.

The Director of Development will be able to not only leverage current multiple award winning programs and Reef Check’s reputation but will be empowered with an expansive strategic plan filled with new and exciting programs and projects that will be powerfully appealing to donors.
To Apply

Interested applicants should send a resume and a statement of interest to Kay Linder, Partner with ThinkingAhead Executive Search:
klinder@thinkingahead.com

ThinkingAhead Executive Search is an Equal Opportunity Employer, committed to a work environment that supports, inspires and respects all individuals. Personnel processes are merit-based and applied without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, age, disability, national or ethnic ancestry, military service status, citizenship, or other protected characteristic. This applies to every aspect of employment including hiring, training, advancement and termination. The firm is committed to creating a just culture of diversity, equity and inclusion by practicing, within the company and the marketplace we serve, intentional strategies that serve marginalized individuals and groups.

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