

Vice President of Development Job Description

Status: Full-time, salaried, exempt

Salary Range: \$110,000–\$140,000

This is a unique opportunity for a relationship-driven fundraising leader to shape the future of one of the nation's premiere farmland preservation organizations during a period of strategic growth and momentum. The Vice President of Development will play a key role in advancing Lancaster Farmland Trust's mission through transformational philanthropy, donor engagement, and long-term fundraising leadership.

Essential Duties:

The Vice President of Development is the lead fundraiser in the organization and is responsible for expanding and diversifying the organization's funder base. The Vice President of Development will be an integral part of the executive team and reports to the President/CEO.

The Vice President of Development supervises development staff and works closely with executive leadership, communications and community engagement staff, and the Board of Trustees to advance organizational fundraising goals. The position oversees annual fundraising goals and campaign strategy across major gifts, grants, planned giving, and special initiatives.

Fundraising:

The Vice President of Development is responsible for ensuring that the following fundraising activities are successfully executed:

- Develop short and long-term plans to raise the funds necessary to accomplish strategic objectives, fund projects and programs, and provide organizational support. Manage and drive the implementation of the fundraising plan to achieve immediate success.
- Lead a strategic major gifts program that identifies, cultivates, solicits, and stewards high-capacity donors through a structured moves management process.
- Cultivate, steward, and manage relationships with multiple constituencies: current donors, former major donors, board members, former board members, staff, business & corporate representatives, community leaders, foundation representatives, and other agencies and nonprofits.
- Lead capital campaign initiatives and targeted special fundraising efforts.

- In collaboration with the Vice President of Land Protection, oversee a comprehensive grants program that funds program and organizational goals; identifies new sources of grant funding; and develops and nurtures relationships with new and current grant funders.
- Drive a successful planned giving program and other measures necessary to ensure the long-term financial growth and viability of the organization.
- Develop and maintain development policies and procedures as necessary and ensure their implementation, including non-cash and non-traditional gifts.
- Partner with communications and community engagement staff to align fundraising messaging and maximize donor engagement.

Other Responsibilities:

- Provide support for the Board of Trustees and the Community Engagement Committee to fulfill their fundraising responsibilities.
- Represent LFT at community functions and through professional affiliations.
- Other duties as assigned by the President and CEO.

Qualifications:

The ideal candidate will be a relationship-driven fundraising professional with demonstrated leadership experience and a passion for conservation and community impact.

- Bachelor's degree required; advanced degree and/or CFRE certification preferred.
- Minimum of 7–10 years of progressively responsible fundraising experience, including demonstrated success in major gifts and donor relationship management.
- Proven ability to cultivate, solicit, and steward high-capacity donors and prospective donors.
- Experience developing and implementing strategic fundraising plans and achieving measurable fundraising goals.
- Demonstrated success working with boards, volunteers, community leaders, and external stakeholders.
- Experience with planned giving programs, capital campaigns, and grant development preferred.
- Strong leadership, organizational, interpersonal, and relationship-building skills.
- Excellent written, verbal, and presentation communication skills.
- Ability to think strategically while managing multiple priorities and projects simultaneously.
- Experience with donor database/CRM systems and fundraising analytics.
- Commitment to the mission of Lancaster Farmland Trust and an appreciation for agriculture, conservation, land preservation, and the Lancaster community.
- Ability to attend occasional evening and weekend events and travel throughout the region as needed.
- Valid driver's license and reliable transportation required.

Lancaster Farmland Trust offers a competitive salary range of \$110,000–\$140,000, commensurate with experience, and a comprehensive benefits package including health, dental and vision insurance; short- & long-term disability; retirement contribution; life insurance; and generous time off. Lancaster Farmland Trust offers a hybrid work environment with flexibility for remote work, while maintaining regular in-person engagement with donors, staff, and community partners throughout Lancaster County.

It is LFT's policy to select, place, train and promote the best qualified individuals. We consider relevant factors such as work quality, attitude and experience, to provide equal employment opportunity for all employees in compliance with applicable local, state and federal laws and without regard to non-work related factors such as race, color, religion, sex, sexual orientation, gender, gender identity, gender expression, genetic predisposition, national origin, religion, creed, age, disability, citizenship, marital status or domestic partnership status, labor union membership, military or veteran status, or other non-job-related criteria.

Lancaster Farmland Trust was established in 1988 by local citizens concerned about the loss of farmland in Lancaster County. LFT's mission is to: Vigorously accelerate the permanent protection and stewardship of farmland. With a vision that our farms, soil, water, and roots are protected for all. Since its inception, LFT has protected 620 farms and over 38,300 acres of farmland, ranked #1 in Pennsylvania for farmland preservation.

Individuals who are passionate about conservation, relationship-building, and community impact are encouraged to apply and join a mission-driven organization working to save the Lancaster you love.

Details at LancasterFarmlandTrust.org