



Job Opening: Director of Development

Location: Huntington Beach, CA

About the Position

The Wetlands and Wildlife Care Center (WWCC) is a non-profit wildlife rehabilitation center that has served California's Orange County Coast for over 30 years. Established in response to the 1990 American Trader oil spill, our permanent facility in Huntington Beach opened in 1997 through a partnership with the California Department of Fish and Wildlife's Office of Spill Prevention and Response (OSPR), Southern California Edison, and local conservancy groups. Today, WWCC is a sophisticated organization of veterinarians, technicians, and volunteers rehabilitating 8,000 sick, injured, or orphaned wild animals per year. Our mission is to educate the public about human impact on the environment and mitigate that impact through the expert care and release of native wildlife.

The Director of Development is a full-time leadership role reporting to the Executive Director. We are seeking a high-initiative professional who thrives in an independent, entrepreneurial environment and can build a development department from the ground up. The Director will take full ownership of expanding our donor base, professionalizing our CRM and other fundraising systems, and securing financial resources to implement our life-saving work. This is a hybrid role requiring in-person meetings at our Huntington Beach office, attendance at local events, and the remainder of the time worked remotely.

Qualifications

- At least five years of progressive experience in nonprofit fundraising and development leadership.
- Proven track record of closing major gifts and meeting or exceeding significant annual revenue targets.
- Advanced proficiency with CRM systems and a disciplined approach to data-driven management.
- Exceptional writing, project design, and communication skills, with the ability to translate complex rehabilitation work into compelling donor narratives.
- A self-starter mindset with the ability to work independently and maintain composure in a fast-paced, mission-critical environment.
- Strong project management skills and the ability to manage multiple priorities with minimal supervision.
- Knowledge of or a strong passion for wildlife rehabilitation, environmental protection, and the Southern California philanthropic landscape.
- Ability to work occasional evenings or weekends for events as required.
- Bachelor's degree preferred.



Key Responsibilities

- Partner closely with the Executive Director to spearhead major gift cultivation, grant writing, and corporate sponsorships, ensuring a unified approach to fundraising.
- Collaborate with leadership to diversify revenue streams, supporting both year-round campaigns and other special campaigns as needed, e.g., related to an emergency spill response or other environmental crisis.
- Design and lead a comprehensive fundraising strategy to grow revenue from individuals, foundations, corporations, and government, including the local Orange County cities that rely on WWCC for wildlife care.
- Build and manage the full major donor lifecycle, including the identification, cultivation, solicitation, and stewardship of high-value supporters.
- Establish a robust system for tracking progress using a CRM while ensuring data integrity, donor reporting, and the use of metrics to drive strategy.
- Develop a consistent donor communications program, including appeals, newsletters, and impact reports.
- Create and execute re-engagement strategies for past and lapsed donors to rebuild a loyal supporter base.
- Provide strategic support for in-person fundraising events, community engagement activities, and corporate partnerships.
- Explore and pilot new revenue streams, specifically evaluating the potential for WWCC's first formal legacy (planned) giving and membership programs.

Compensation and Start Date

This full-time position offers a competitive salary in the range of \$75–\$105k commensurate with experience. The position is open immediately.

To Apply

Please submit a cover letter and resume to info@wwccoc.org with “Director of Development – [Your Name]” in the subject line. Applications are reviewed on a rolling basis. WWCC is an equal opportunity employer.