



**PHEASANTS  
FOREVER®**



**QUAIL  
FOREVER®**

**Chief Development Officer**

📍 St. Paul, MN (Hybrid/Remote)



## About Pheasants Forever & Quail Forever

Pheasants Forever and Quail Forever are among the nation's leading conservation organizations dedicated to wildlife habitat, upland conservation, public access, and outdoor heritage. Through a powerful network of chapters, volunteers, donors, conservation partners, and advocates, PF & QF work to create lasting habitat impact benefiting pheasants, quail, and countless other wildlife species across North America.

PF & QF operate through one of the nation's largest grassroots conservation networks, engaging hundreds of chapters, volunteers, members, donors, and supporters nationwide in support of habitat conservation and outdoor traditions.

The organizations operate at the intersection of conservation, community engagement, philanthropy, and outdoor culture. With a deep grassroots identity and national reach, PF & QF combine mission-driven conservation impact with strong volunteer engagement, strategic partnerships, and growing philanthropic support.

This role comes at an exciting and transformational time as the organizations continue strengthening fundraising infrastructure, expand philanthropic engagement, modernize systems and operations, and position for long-term growth and conservation impact nationwide.

As the organizations continue to evolve and expand their impact, the Chief Development Officer will play a critical role in helping shape and scale the future of fundraising, membership engagement, operational sophistication, long-term organizational growth, and the organization's strategic vision.

# Position Overview

The Chief Development Officer (CDO) serves as a key member of the Executive Leadership Team and is responsible for leading Pheasants Forever and Quail Forever's fundraising, membership, and philanthropic growth strategies in support of the organizations' long-term vision and mission.

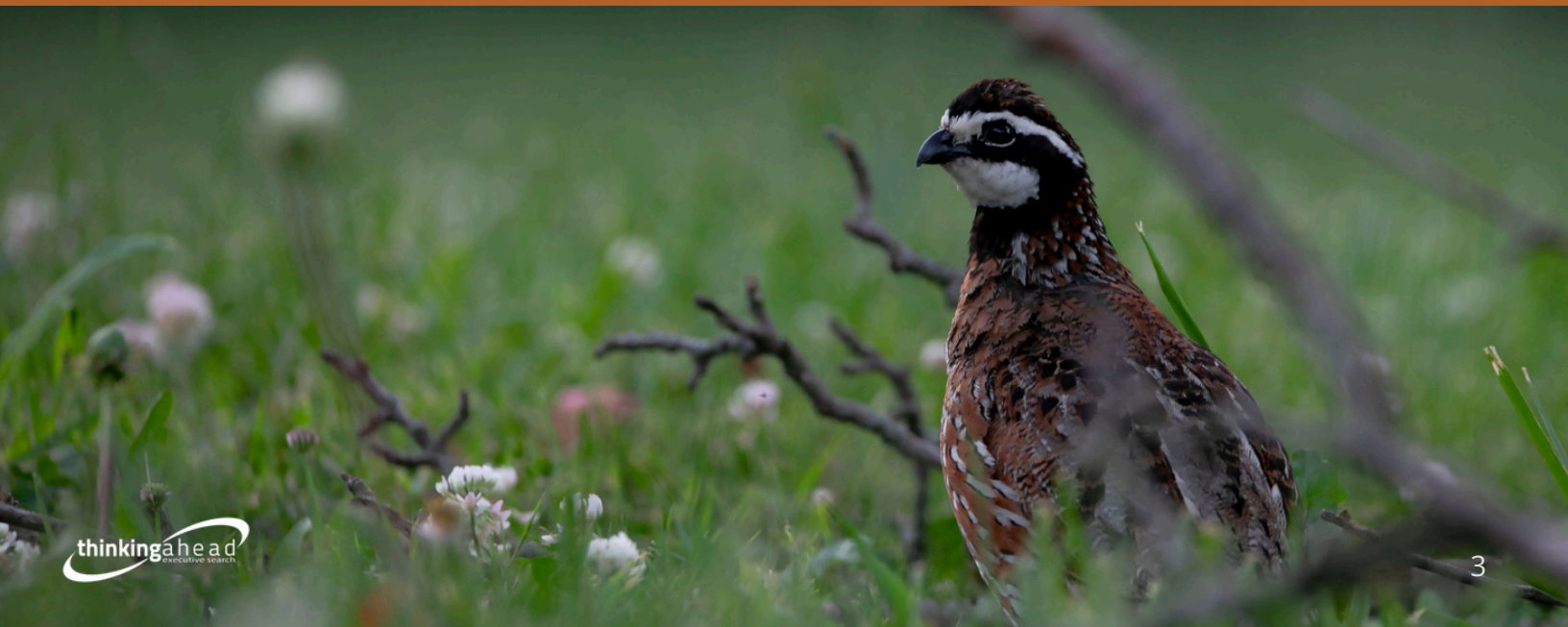
Reporting directly to the Chief Executive Officer, the CDO oversees a broad portfolio that includes major gifts, planned giving, membership and annual giving, chapter and volunteer services, grants and foundation support, campaign leadership, and broader fundraising and revenue growth initiatives.

This executive leadership role is ideal for a highly strategic, relationship-driven fundraising professional who can balance sophisticated philanthropy leadership with operational excellence, organizational leadership, team development, and authentic conservation alignment.

Working closely with the CEO, Board of Directors, executive leadership, volunteers, donors, and strategic partners, the CDO will help strengthen and diversify the organization's philanthropic base while building scalable, data-driven fundraising systems that support long-term growth and mission impact.

The CDO will oversee and continue strengthening a nationally distributed Development Team supporting multiple fundraising, membership, volunteer engagement, grants, and foundation channels across the organization.

This role represents a significant opportunity to help strengthen and modernize the organization's fundraising infrastructure, systems, team alignment, and long-term philanthropic strategy. The ideal candidate will be equally energized by organizational leadership, operational infrastructure, team development, and external fundraising engagement.





## Job Qualifications

- Develop and implement comprehensive fundraising and revenue growth strategies that support annual and long-term organizational goals
- Lead and oversee major gifts, planned giving, membership growth, annual giving, foundation fundraising, campaign strategy, and chapter engagement efforts
- Design and execute transformative fundraising campaigns aligned with organizational priorities and mission impact
- Build and strengthen relationships with major donors, volunteers, chapters, grants, foundations, strategic partners, and conservation stakeholders nationwide
- Manage and steward a portfolio of key donors and strategic partners in collaboration with the CEO and Development Team
- Lead, mentor, and grow a high-performing Development Team, fostering a culture of collaboration, accountability, trust, innovation, and continuous growth
- Develop, mentor, and elevate fundraising talent across the organization while strengthening overall fundraising sophistication and operational effectiveness
- Strengthen and modernize fundraising systems, reporting, stewardship processes, and CRM utilization to support scalable, data-driven decision making
- Establish and maintain clear fundraising goals, revenue pacing systems, portfolio accountability, and performance tracking mechanisms across all development channels
- Partner closely with Marketing & Communications, Programs, Campaigns, Finance, and executive leadership to articulate a compelling case for support and communicate organizational impact effectively
- Support and enhance volunteer and chapter engagement experiences through strategic leadership and collaboration
- Oversee the creation of donor communications, proposals, case statements, stewardship materials, and fundraising messaging
- Represent PF & QF publicly through donor meetings, conferences, stakeholder engagements, presentations, and partner events
- Provide regular fundraising updates, strategic recommendations, and revenue forecasting to the CEO, Board of Directors, and Finance & Audit Committee

# Attributes & Experience

- 10+ years of progressive fundraising and organizational leadership experience within complex nonprofit or mission-driven organizations
- Demonstrated success securing and stewarding major and principal gifts
- Demonstrated campaign leadership experience strongly preferred
- Experience leading and scaling sophisticated fundraising operations and high-performing teams
- Strong operational orientation, including CRM systems, fundraising analytics, forecasting, stewardship systems, and revenue pacing
- Experience overseeing multiple fundraising channels simultaneously, including major gifts, planned giving, membership, annual giving, campaigns, and foundations
- Proven ability to build authentic relationships across donors, volunteers, boards, and executive leadership
- Demonstrated success leading organizations or teams through periods of growth, change, transformation, or operational evolution
- Strategic thinker with strong communication, presentation, and stakeholder engagement skills
- Collaborative, team-oriented leadership style with strong executive partnership instincts and a low-ego approach to leadership
- Experience operating successfully within decentralized, chapter-based, membership-driven, or volunteer-heavy organizations is highly valued
- Strong collaboration and partnership instincts across cross-functional teams and external stakeholders
- Passion for conservation, wildlife habitat, hunting heritage, outdoor recreation, agriculture, and/or land stewardship
- Existing relationships within conservation, NGO, or philanthropic sectors are a plus
- CFRE or equivalent fundraising credential is preferred but not required



## Travel

This role requires approximately 30–50% travel annually, including donor cultivation events, conferences, national team meetings, chapter engagement, partner meetings, trade shows, and National Pheasant Fest & Quail Classic.

## Compensation & Benefits

Salary: \$185,000–\$240,000, commensurate with experience and qualifications along with a comprehensive benefits package.

## To Apply

Pheasants Forever and Quail Forever have retained the services of ThinkingAhead Executive Search to lead this recruitment.

Please submit your resume and expression of interest to:

**Dan Kuhar, Partner Recruiter**  
ThinkingAhead Executive Search  
[dkuhar@thinkingahead.com](mailto:dkuhar@thinkingahead.com)

*Pheasants Forever, Inc and Quail Forever is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.*



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