

Development Director

Steamboat Creates in Steamboat Springs, Colorado

About Steamboat Creates

Steamboat Creates is a community minded arts and culture organization in the Yampa Valley, dedicated to strengthening our creative community through advocacy, education, cultural events, public art, and cultural experiences. Since 1972, we have enhanced the quality of life and economic vitality of the Yampa Valley by supporting artists, engaging residents and visitors, and fostering a thriving creative sector.

Position Overview

The Development Director is a senior leadership position responsible for growing and diversifying revenue to support Steamboat Creates' mission and long-term sustainability.

Reporting directly to the Executive Director, the Development Director will lead all fundraising strategy and execution, including major gifts, corporate sponsorships, grants, memberships, annual giving, donor stewardship, and campaign development.

This role is ideal for a highly strategic and entrepreneurial fundraiser who has successfully owned revenue goals, built fundraising systems, and cultivated meaningful donor relationships. The successful candidate will be comfortable balancing high-level strategy with hands-on execution while independently identifying opportunities, setting priorities, and driving results.

Key Responsibilities

Fundraising Strategy & Revenue Growth

- Develop and execute a comprehensive annual development plan aligned with organizational goals.
- Establish and manage fundraising strategies across individual giving, corporate sponsorships, grants, memberships, and special campaigns.
- Set measurable revenue goals and regularly evaluate performance against targets.
- Identify new funding opportunities and revenue streams that strengthen long-term sustainability.
- Partner with the Executive Director and Board of Directors to advance fundraising priorities and donor engagement.

Major Gifts & Donor Development

- Build and manage a robust donor pipeline from prospect identification through stewardship.
- Cultivate, solicit, and steward individual donors and major gift prospects.
- Develop personalized engagement strategies for key supporters.
- Lead annual giving campaigns and donor cultivation initiatives.
- Design and implement stewardship practices that strengthen donor retention and lifetime value.

Corporate Partnerships & Sponsorships

- Grow and manage corporate sponsorship programs.

- Develop sponsorship packages, proposals, and partnership opportunities.
- Cultivate relationships with business leaders and community partners.
- Ensure fulfillment of sponsorship benefits and long-term partner engagement.

Grants & Institutional Giving

- Lead grant strategy, research, proposal development, submission, and reporting.
- Maintain relationships with foundation and institutional funders.
- Develop a grants calendar and ensure timely compliance with all reporting requirements.

Systems, Analytics & Operations

- Own the sponsor and donor databases and fundraising systems.
- Develop processes and reporting tools that improve fundraising efficiency and effectiveness.
- Track key performance indicators including donor acquisition, retention, campaign performance, sponsorship revenue, and fundraising ROI.
- Provide regular fundraising reports and recommendations to organizational leadership and the Board.

Community Engagement & Representation

- Serve as an ambassador for Steamboat Creates throughout the community.
- Actively participate in events, meetings, and partnership opportunities to contribute to the financial success of the activities.
- Support donor-facing events and cultivation activities that advance fundraising objectives.
- Partner with marketing to provide content, strategy, and analytics for all marketing channels to drive philanthropic giving.

Leadership & Collaboration

- As a member of the senior leadership team, actively participate in organizational strategic planning and management.
- Serve as both a thought leader, *and* a practitioner who tactically contributes to the team (e.g. writes grant proposals or leads meetings with donors).
- Foster interdepartmental collaboration to enhance institutional and individual fundraising strategies.
- Collaborate with the Leadership Team and program staff in matters of proposal development, budgeting, reporting, and site visits.

Qualifications

Required Experience

- Five or more years of progressively responsible fundraising or development leadership experience.
- Demonstrated success managing and achieving fundraising revenue goals.
- Proven experience securing major gifts, sponsorships, grants, or other significant philanthropic support.
- Experience developing and managing donor pipelines and cultivation strategies.
- Strong project management and organizational skills.

- Excellent written, verbal, and presentation skills.

Preferred Experience

- Experience leading a comprehensive development function in a nonprofit organization.
- Experience working closely with executive leadership, boards, and fundraising committees.
- Familiarity with donor CRM systems and fundraising analytics.
- CFRE certification or equivalent fundraising credentials.

The Ideal Candidate

The strongest candidates will demonstrate:

- Ownership of fundraising outcomes, not simply support of fundraising activities.
- Ability to build and manage systems, processes, and donor pipelines that scale.
- Strategic thinking and sound judgment about where to invest time and resources.
- Confidence working independently and proactively identifying opportunities.
- Strong relationship-building skills paired with data-driven decision making.
- Ability to prioritize high-impact fundraising activities over lower-value tasks.
- Passion for arts, culture, community engagement, and the mission of Steamboat Creates.

Steamboat Creates offers a collaborative, mission-driven environment and the opportunity to play a leadership role in shaping the future of arts and culture in the Yampa Valley.

Compensation

Salary range: \$75,000-\$85,000 commensurate with experience.

Steamboat Creates offers a benefits package designed to support the well-being and work-life balance of our team, including:

- Paid vacation and holidays
- Paid sick and personal leave
- Employer contribution toward health insurance

How to Apply

Please email your cover letter and resume as separate PDF attachments to careers@steamboatcreates.org

Use the subject line "Development Director Application – [Your Name]".

The deadline to submit all application materials is **September 15th, 2026**.