



## HEAD CULTIVATOR (Development Team)

[Denver Urban Gardens](#) (DUG) is a 501(c)(3) organization nationally recognized as leader in creating sustainable community gardens. DUG was founded in 1985 to support local neighborhoods in establishing food-producing community gardens and has expanded into nutrition education and training programs, school partnerships and work in food access.

DUG's **mission** is to provide the access, skills and resources for people to grow healthy food in community and regenerate urban green spaces.

Our **vision** is a sustainable urban future where people are deeply and directly connected to the earth, each other, and the food they eat.

We are seeking a Head Cultivator to be part of our dynamic, diverse, and inclusive team.

### **Job Description**

The Head Cultivator will drive DUG's individual giving and major donor efforts in support of our work. This role will report to the CEO and be assigned mentors and offered professional development opportunities to continue to expand skill set and connections.

### **Essential Job Duties**

- Build on existing individual giving assets, campaigns, and donor lists to grow individual giving's contribution to DUG's overall revenue mix
- Evolve and expand DUG's membership program - Stewards
- Establish relationships with major donors whose philanthropic giving is aligned with DUG's vision, mission, and impact pillars
- Cultivate and nurture relationships with individuals who already support the organization as volunteers, event participants, and/ or financial contributors
- Develop and implement strategies to retain, renew, and increase funding from individuals by creating new approaches, which could include growing the number of multi-year commitments
- Research new prospects and build prospect pipeline by ascertaining motivations, capacity, and engagement strategies
- Partner with program teams to track outreach and outcomes as required by funders
- Partner with events and program teams to support DUG signature events/series to ensure successful events and cultivate relationships
- Work with communications team to strategize and implement large scale annual giving campaigns including Colorado Gives Day
- Lead organization-wide stewardship efforts throughout the year to engage DUG stakeholders

- Track prospect pipeline and results on a consistent basis to help organization leadership evaluate the effectiveness of individual giving strategies
- Engage key stakeholders in donor visits while earning and maintaining their confidence
- Develop and roll out legacy garden program

### **Essential Skills**

- Demonstrated ability to cultivate and solicit gifts from individual donors with successful experience closing significant commitments including operating, planned gifts, campaign, and endowment gifts
- Excellent project management skills with the ability to organize and manage multiple projects/tasks simultaneously; must be able to work independently, collaboratively, and adapt to changing priorities
- Goal driven self-starter who works at a fast pace in a professional manner
- Outstanding ability to develop external and internal interpersonal relationships
- Exemplary writing, editing and verbal communications skills
- Experience interacting with individuals at all levels of an organization
- Proficiency with Salesforce and Google Workspace or ability to learn these programs quickly and thoroughly

### **Preferred but not required**

- Spanish language proficiency
- Knowledge and experience with gardening and/or any of DUG's Impact Pillars: Community building, climate action, skill building, food sovereignty, ancestral food ways and mental and physical health and well being

### **COMPENSATION + BENEFITS**

Starting compensation is \$55,000-\$75,000, depending on experience. This is a full-time exempt, fully benefited position based on experience and skill set. Benefits include a flexible work schedule, paid holidays, vacation, unlimited PTO, as well as generous employer-sponsored health/dental insurance plans and retirement plans.

DUG offers professional learning opportunities in horticulture, urban agriculture, food access, health & wellness, climate action, community garden building & education, community garden establishment, and support for school gardens. There is potential for advancement within Denver Urban Gardens as our programming expands.

### **HOW TO APPLY**

Please send your resume and cover letter to [jobs@dug.org](mailto:jobs@dug.org) with "Head Cultivator" in the subject line. In your cover letter, please address the following questions/topics:

1. Why DUG?
2. Which of DUG's Impact Pillars resonate with you and why? Community, Climate, Skill Building, Health & Wellness, Food Sovereignty and Ancestral Food Way.s
3. 3 examples of successful development initiatives you've been part of - the problem, the solution and outcome.

Application closing date: December 15, 2022

**EQUITY STATEMENT**

DUG centers equity as one of its organizational values and we value diversity — in backgrounds and in experiences. We believe food is a universal right, and we need people from all backgrounds and swaths of life to help build the future of our food system.

We are an Equal Opportunity Employer and our staff are people with different strengths, experiences and backgrounds, who share a passion for improving people's lives. Diversity not only includes race and gender identity, but also age, disability status, veteran status, sexual orientation, religion and many other parts of one's identity. All of our employee's points of view are key to our success, and inclusion is everyone's responsibility.

Thank you for your interest in our organization and community!

*Posted 11.14.22*