



Full-time Employment Opportunity

Thames Talbot Land Trust (TTLT) invites applications for the position of Development Manager.

Position Title: Development Manager

Reports to: Executive Director

Location: Hybrid – London, ON office and some remote work

Hours of work: 37.5 hours per week, typically worked between Monday-Friday 9am-5pm, but with some evening and weekend work as needed

Start Date: June 8, 2026 (negotiable)

Compensation: Annual salary of \$59,000 with benefits

This is a full-time, permanent position with employer-paid health and dental benefits package, employer matched contributions to retirement plan, 3 weeks paid vacation with additional 3 paid days off (usually taken between Christmas and New Years Day but flexible), and professional development opportunities. TTLT also typically provides an annual cost of living adjustment plus opportunity for merit increases based on performance evaluations.

About Thames Talbot Land Trust:

Thames Talbot Land Trust (TTLT) is an environmental charity with a mission to protect, restore, and nurture nature within Elgin, Middlesex, Oxford and Perth counties and the City of London. Established in 2000, TTLT has built a dedicated network of staff, volunteers, and community partners who work together to conserve important natural and agricultural lands and inspire a connection to nature at the local level.

TTLT permanently protects more than 2,600 acres of land across 32 sites (and counting), which are home to more than 100 species at risk. As one of the first land trusts to receive the Conservation Excellence Award from the Centre for Land Conservation, we are committed to striving towards a greener future for all living beings.

Working with TTLT means flexible working hours, an office located where you can enjoy nature on your breaks and a close-knit team of passionate people to work with. We are committed to equity and diversity and aim to ensure that people from all walks of life are welcome, safe, included, and valued in all aspects of our work.

Position Summary:

The Development Manager will oversee and implement engagement, fundraising, marketing and communication strategies to build support for TTLT in the wider community. The Development Manager will be responsible for developing and implementing fundraising strategies to achieve funding goals and to provide exceptional donor experience. The role includes building and strengthening community engagement to achieve conservation goals, building strong relationships with supporters and ensuring TTLT's presence in the communities we serve. The Development Manager will also be responsible for developing strategies to grow internal and external communications through a wide variety of platforms. The role includes supervising a small team of staff dedicated to communications, community outreach, and volunteer management.

Key Responsibilities:

- Develop and oversee community engagement strategies, programming, partnerships, and community impact;
- Develop and manage fundraising plans to deliver budgeted operating and project funds;
- Develop and deliver a donor strategy that includes prospecting, cultivating, and soliciting for monthly gifts, annual gifts, major gifts, and bequests;
- Prioritize efforts to create exceptional donor experiences throughout the donor life cycle through impactful communications and personalized connections;
- In partnership with the team, develop and execute fundraising events to deepen engagement and support revenue goals;
- Develop and assess communications and marketing strategies for TTLT;
- Oversee the design, content, and printing of all communication material;
- Oversee digital presence, ensuring the development of compelling content and timely updates, with a keen focus on donor engagement and education;
- Support strategic communications and marketing for fundraising, engagement, and other marketing initiatives;
- Ensure consistent messaging, tone, and visual representation of TTLT's brand across all channels;
- Manage relationships with media, handle inquiries, prepare press releases, and manage public appearances by TTLT representatives;
- Manage brand risk and crisis communications;
- Supervise team of staff to ensure goals and performance targets are met, perform staff performance evaluations, and maintain good working conditions for staff;
- Hire and train staff for delivery of fundraising, outreach, communications, and other initiatives, and support training of other staff on communications procedures; and
- Other duties as assigned by the Executive Director.

Experience, Abilities & Skills:

Must have:

- Passion for TTLT's mission, a commitment to the organization's core values and strategic direction, and a love of nature and the outdoors
- Proven experience (>2 years) in communications, fundraising, public relations, or marketing roles
- Exceptional storytelling skills to inspire internal audiences, community partners, and donors
- Excellent oral, written communication, and presentation skills
- Strong understanding of relevant best practices in marketing, communications, and donor relations, and the intersection and collaboration between fundraising and marketing communications
- Experience working with various forms of revenue generation in the charitable sector, including leadership giving, events, corporate partnerships, and foundation grants
- Ability to develop relationships, influence decisions, work collaboratively and build alignment across range of community partners
- Strong leadership skills and demonstrated ability to manage staff
- A commitment to anti-racism and supporting accessibility and inclusivity through all aspects of your work
- Highly self-motivated and able to work independently, take initiative, and make decisions
- Strong organization and project management skills with the ability to handle high volumes of work and shifting timelines and priorities in a professional manner
- Experience with financial budgeting, tracking and reporting, and the ability to manage numerous agreements and deliverables simultaneously
- Track record of bringing innovative, creative thinking, and fresh ideas to an organization
- Post-secondary diploma or degree, preferably in Business, Fundraising, Communications, Public Relations, Journalism, or Marketing, or equivalent combination of education, experience, and leadership
- G Driver's license
- Must be prepared to work flexible hours at times (e.g. attendance at evening committee meetings, weekend events)

Assets:

- Experience in nature conservation and/or environmental organizations
- Experience working in a non-profit setting
- Experience with customer relationship management (CRM) software
- Experience organizing events
- Experience working with volunteers
- CFRE designation, membership in the Association of Fundraising Professionals, or Canadian Association of Gift Planners

We are committed to a selection process and work environment that is inclusive and barrier-free. We encourage applications from all qualified individuals, including applicants from all cultures and backgrounds, racialized communities, diverse sexual and gender identities, and physical or mental abilities. Accommodation will also be provided in all parts of the hiring process. We request that applicants please communicate specific needs to facilitate planning.

How to apply:

- Please submit your application through the submission link [here](#) by 11:59 PM (EST) on May 27th, 2026.
- Applications will be assessed according to the experiences, skills, and abilities listed above.
- Link for application submission:
<https://airtable.com/appwROWoXIlzLUCr9/pag4Wd3XWx2MNqupS/form>

We would like to thank all applicants for their interest; however, only those selected for an interview will be contacted.