



**Position Announcement
Director of Development**

KTOO Public Media seeks a community minded fundraiser to lead our development team in Juneau, Alaska. The right candidate is excited about public media, building relationships with KTOO donors, has experience with major gifts work and is an all-around team player.

The Director of Development will be responsible for the strategic growth of community-based fundraising initiatives and provides direction to KTOO's dynamic fundraising team. The Director of Development also manages a caseload of 75 major donors. This role is responsible for cultivating relationships with donors, partners, and providing strategic oversight of all fundraising campaigns. The ideal candidate will be a strategic thinker with a passion for public service, civic engagement, and nonprofit development.

The Development Director reports to the President and General Manager at KTOO and provides inspired leadership to KTOO fundraising staff. If you're excited about providing your community with trusted news, building connection through music and the arts, promoting civic participation, and embracing diverse viewpoints and cultures, you're encouraged to apply!

Essential Duties:

- Set fundraising vision and create integrated fundraising plans for all KTOO Public Media Services (KTOO, KRNN, KXLL, 360TV and associated digital products).
- Lead annual preparation of fundraising goals and projections in collaboration with development staff and General Manager; work with the organization's finance teams to ensure revenue and expense budgets are accurately tracked.
- Oversee stewardship of a caseload of 75 major donors; set individualized goals and strategies for each major donor, provide monthly touches, data management, organize special donor events.
- Collaborate with external consultants to identify and cultivate major gift prospects; solicit major gifts and oversee portfolio management.
- Support, nurture, and effectively communicate with fundraising staff; encourage the team's professional development; provide for an environment that is collaborative, high functioning and where the team feels valued and recognized.
- Build specific relationship-building and communications strategies for KTOO's mid-level donors and mid-level giving program and oversee implementation with Development Associate.
- Oversee planning and execution of membership and annual fund campaigns with Development Associate.
- Oversee and collaborate with the Community Sponsorship Manager to set sponsorship goals, monitor performance, and provide support as needed.

Training, Skills, Knowledge and/or Experience: (R) if required or (P) if preferred

- Understanding of the mission of public media organizations, and the capability to articulate the mission to community partners and donors. (R)
- Ability to work respectfully and collaboratively with KTOO staff along with external community partners. (R)
- Strong acumen for fundraising and donor management. (R)
- Strong oral and written communications skills. (R)
- Excellent organizational, time management and teamwork skills. (R)
- Three years of relevant experience in non-profit development, preferably in public media. (P)
- Experience working and leading cross-functional teams across an organization. (P)
- Three years of relevant experience in personnel and team management. (P)

Experience analyzing data and setting data-driven strategies and goals. (P)

This position reports to the President and General Manager of KTOO Public Media.

KTOO is committed to building a diverse staff and strongly encourages women and non-binary candidates; Alaska Native, Indigenous and people of color; people with disabilities and those with diverse economic and educational backgrounds to apply. Preference will be given to local candidates for this position; however, we welcome all applicants with an understanding that this position requires residency in Juneau, Alaska.

KTOO is honored to do our work on the homelands of the Lingít people, specifically, the Áak'w Kwáan. We are a highly visible public media organization with a strong commitment to local, regional and statewide program production. We operate three public radio stations in Juneau (KTOO, KRNN and KXLL), a regional public television station (KTOO-TV), a statewide public affairs television channel (KTOO 360TV) and an online news service (www.ktoo.org).

Annual Salary: \$74,655 - \$82,370

Benefits:

- Health insurance (90% for employee, 75% for dependents)
- 403(b) tax-sheltered annuity retirement plan (KTOO contributes 4% of your salary annually) after year 1
- Life insurance
- Employee Assistance Program (available to all employees and their family members)
- Annual leave (15 days by the end of year 1)
- Medical leave (12 days by the end of year 1)
- Bereavement leave (5 days)
- Paid parental leave (20 weeks at full compensation)
- 11 paid holidays + 6 “floating holidays” of your choice
- Time off to vote
- Professional development and training opportunities
- Work from home allowance

- Indigenous language classes

Questions: Contact Justin Shoman at 907.463.6405

Deadline: Open until filled with an initial screening of applicants on 7/1/2026. Interested applicants are encouraged to apply as soon as possible.

To apply: online at <https://www.ktoo.org/job-opportunities/apply-online/>

KTOO is an Equal Opportunity Employer.