

Title: Development Director

Location: USA Climbing National Headquarters – Salt Lake City, UT

Position Type: Full Time - Exempt

Reports to: Chief of Staff / CEO

About USA Climbing

Climbing is on the rise! In 2021, the sport made its Olympic debut at the Tokyo Olympic Games and returned to Paris in 2024. USA Climbing is the National Governing Body for the sport of competition climbing in the United States and is a member organization of the International Federation of Sport Climbing (IFSC). We are a small but highly committed team dedicated to advancing the sport and supporting athletes in achieving their best. USA Climbing hosts IFSC World Cups annually, sends elite athletes to compete internationally, and conducts programming and events for our Youth, Collegiate, Paraclimbing, and Elite series. The organization is funded by members, donors, partners, and the U.S. Olympic & Paralympic Committee.

The USA Climbing Foundation is the philanthropic arm of USA Climbing focused on raising funds for USA Climbing through two core principles – Transformation and Triumph.

To learn more, please visit usaclimbing.org and follow USA Climbing on Facebook, Instagram, LinkedIn, Twitter, and YouTube.

USA Climbing Mission

USA Climbing supports the well-being, development, and competitive excellence of our athletes as we advance the accessibility and growth of the climbing community nationwide.

Position Summary

USA Climbing is seeking an experienced and dynamic Development Director to lead the fundraising efforts for its National Training Center (NTC) Capital Campaign, while also supporting and growing the USA Climbing Foundation. This individual will play a key role in driving forward strategic initiatives that ensure the long-term sustainability and success of USA Climbing's mission. The Development Director will work closely with senior leadership, board members, and key stakeholders to secure funding, build relationships, and expand the impact of USA Climbing's programs and initiatives. The primary focus of this position will be the Capital Campaign for the NTC, followed by strategic efforts to grow and strengthen the USA Climbing Foundation's fundraising efforts.

Primary Job Responsibilities:

Capital Campaign for National Training Center (NTC)

- Lead the planning, execution, and management of USA Climbing's Capital Campaign to fund the construction and operation of the National Training Center.
- Develop and implement a comprehensive campaign strategy, including setting financial goals, identifying prospective donors, and establishing campaign milestones.
- Cultivate relationships with major donors, foundations, and corporate partners to secure significant financial support for the project.

- Coordinate with USA Climbing's leadership and Board to ensure alignment of vision and strategy for the NTC.
- Oversee the creation of campaign materials, presentations, and donor communications that effectively convey the NTC's impact and significance.
- Track and report on campaign progress to stakeholders, ensuring transparency and accountability throughout the process.

USA Climbing Foundation Support & Growth

- Collaborate with the CEO, Chief of Staff, and Foundation Chair to develop and implement strategies for expanding the USA Climbing Foundation's donor base and increasing overall contributions.
- Manage relationships with current foundation trustees and donors, ensuring continued support and engagement.
- Identify and cultivate new donor prospects through a variety of channels, including individual donors, corporate partnerships, and grant-making foundations.
- Work with USA Climbing's marketing and communications teams to create compelling narratives and materials that highlight the mission of the Foundation and the impact of donor support.
- Organize and oversee fundraising events, campaigns, and initiatives that support the Foundation's goals.
- Develop and track metrics to evaluate the effectiveness of fundraising efforts and ensure continuous improvement.

General Fundraising & Development

- Develop and execute a comprehensive development strategy that aligns with the USA Climbing Foundation's overall goals and priorities.
- Manage administrative aspects of the Foundation, including the donor management system, communications, engagement, etc.
- Work with USA Climbing's leadership and Board to identify and prioritize funding needs across all programs, including athlete development, events, and outreach initiatives.
- Build and manage a robust donor pipeline, utilizing a combination of direct asks, stewardship, planned giving, and corporate partnerships.
- Create and implement strategies for donor recognition and retention to ensure long-term engagement and support.
- Oversee all aspects of grant writing and reporting for the organization, including government, foundation, and corporate grants.

Qualifications & Skills

- Bachelor's degree required; advanced degree or professional certifications in nonprofit management or related fields preferred
- Minimum of 7-10 years of progressive experience in fundraising, with a proven track record of successfully leading capital campaigns and cultivating major gifts
- Experience with nonprofit organizations, ideally in the sports, outdoor recreation, or youth development sectors
- Strong understanding of donor engagement strategies, including major gifts, planned giving, corporate partnerships, and foundation support



- Excellent communication skills, both written and verbal, with the ability to engage and inspire a variety of audiences
- Strong project management skills with the ability to juggle multiple priorities and meet deadlines in a fast-paced environment
- Proven ability to work effectively with senior leadership, Board members, and donors, building lasting and impactful relationships
- Knowledge of fundraising software and CRM systems (e.g., Bonterra, etc.) preferred
- Passion for climbing, outdoor recreation, and the mission of USA Climbing is a strong plus

Work Environment

This Salt Lake City-based position offers flexible hybrid work options, requiring occasional travel to events, meetings, and site visits related to the National Training Center and fundraising initiatives.

Compensation

- Annual salary commensurate with experience with bonus potential
- Vacation / Paid Time Off
- Inclusion in USAC benefits package (Health/Vision/Dental, IRA, including company match)
- “Pro Deals” with participating companies
- Position involves travel and some evening and weekend work during events

Application Process

Interested candidates should submit a resume, cover letter, and a list of three professional references to Caitlin Curry Caitlin@usacimbing.org. Applications will be reviewed on a rolling basis.

USA Climbing supports diversity, equity, and inclusion in all its forms and strives to incorporate DEI into all it does. We encourage those from underrepresented communities to apply.