



ADVANCING GREAT LEADERSHIP

Delta Waterfowl

Development Directors

External Ad Copy

May 16, 2025



Bryant Group is proud to partner with Delta Waterfowl in their search for two dynamic and passionate Development Directors to lead major gift fundraising efforts—one based in the Gulf coast area of Texas and the other in the central plains, with potential additional openings for the right candidate in other regions. These high-impact, remote roles offer a rare opportunity to directly influence the future of North American waterfowl and waterfowling traditions. Each Development Directors will manage a portfolio of 100–125 major donors—including individuals, foundations, and corporations—and be responsible for securing transformative gifts up to \$1M. In partnership with senior leadership and local teams, the Directors will craft compelling proposals, build lasting donor relationships, and play a pivotal role in raising approximately \$500k - \$1M annually, along with multiple planned gifts that will shape conservation for generations to come.

This is more than a fundraising position—it's a chance to leave a lasting legacy for wildlife and the outdoor community. As key members of Delta's mission-driven team, the Development Directors will be on the front lines of a movement to protect wetlands, produce ducks, and preserve the rich heritage of waterfowl hunting. These roles offer a flexible, home-based setup, competitive salary, performance-based bonuses, company vehicle, excellent benefits, and the chance to work with a passionate team of conservation professionals and outdoor enthusiasts. While one position is focused on the Gulf Coast and the other in the Central Plains (Kansas City, Denver, Omaha), Delta is open to considering top-tier candidates from other areas who bring exceptional qualifications.

The ideal candidates are driven, relationship-focused professionals with proven track records in major gift fundraising or high-value sales. They bring not only expertise but also a deep personal passion for conservation, hunting, and the outdoors. With at least three years of experience in securing five- and six-figure gifts, these individuals thrive in a remote, self-directed environment, possess excellent communication and proposal writing skills, and have a working knowledge of waterfowl biology and wetland ecosystems. Integrity, initiative, and the ability to inspire donors to invest in Delta's bold vision are essential.

Salary range: \$100,000 to \$115,000

About Delta Waterfowl

Delta Waterfowl is The Duck Hunters Organization, a leading conservation group founded at the famed Delta Marsh in Manitoba. Its U.S. headquarters is in Bismarck, North Dakota. We work to produce ducks through intensive management programs and conservation of breeding duck habitat. Delta conducts vital waterfowl research and promotes and protects the continuing tradition of waterfowl hunting in North America.

For more information, visit: [Development Directors](#)

To submit your name for confidential consideration or to nominate a colleague: [email Bryant Group](#).

Priority will be given to application materials received by June 6, 2025