McKamey Animal Center
Saving Animals. Helping People.

Director of Advancement Leadership Opportunity

McKamey Animal Center (MAC) is seeking an experienced fundraising leader to serve as its next Director of Advancement. This is an opportunity to build a stronger philanthropic program for an organization whose work reaches animals, families, and communities throughout the Chattanooga area.

Reporting to the Executive Director and leading MAC's Advancement team, the Director of Advancement will oversee the organization's fundraising, donor engagement, events, marketing, and communications. The Director will lead a team that includes an Events Manager, Marketing Coordinator, and Advancement Assistant.

OUR MISSION

Saving Animals, Helping People

OUR VISION

Eliminate animal overpopulation, cruelty, and neglect by creating a culture of compassionate care, community engagement, and advocacy for animals by providing programs and education that support people and companion animals.

A central priority will be growing individual giving. MAC has an opportunity to better engage and retain first-time and lower-level donors, grow recurring giving, and build a robust major-gifts program. The next Director will bring the experience and initiative to develop those relationships and grow philanthropic support.

Building a stronger base of private support will give MAC greater capacity to expand services for pets and families, invest in its people, and continue providing excellent care for the animals who need it most.

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Are You an Ideal Candidate?

Experienced Fundraiser and Relationship Builder: You have demonstrated success cultivating, soliciting, and stewarding individual donors, including major gifts. You understand that strong fundraising grows from relationships and know how to move donors from initial interest to deeper, sustained support.

Builder of Major Gifts: You know how to build a major-gifts program and donor pipeline. You can identify prospects, create cultivation strategies, make the ask, and develop the practices that keep donors engaged over time.

Strategic and Data-Informed: You look at what's working and what isn't. You use donor and financial data to understand performance, improve retention, identify opportunities, and focus time and resources where they can produce the greatest results.

Developer of People and Teams: You can lead a team with varying levels of experience. You set clear expectations, coach people as they grow, and help team members see how their work connects to the goals of the department and organization.

Resourceful and Willing to Try: You're comfortable building as you go. You can adjust when priorities change and try new approaches when the old ones aren't producing results. You bring ideas and initiative and are willing to try new approaches.

Collaborative Communicator: You communicate clearly within your own team and across departments. You understand that successful fundraising requires strong relationships inside the organization as well as outside it.

You Care About People as Much as Animals: MAC's mission is Saving Animals, Helping People, and both parts matter. You treat colleagues, donors, volunteers, community members, and the people MAC serves with compassion, professionalism, and respect.

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About MAC

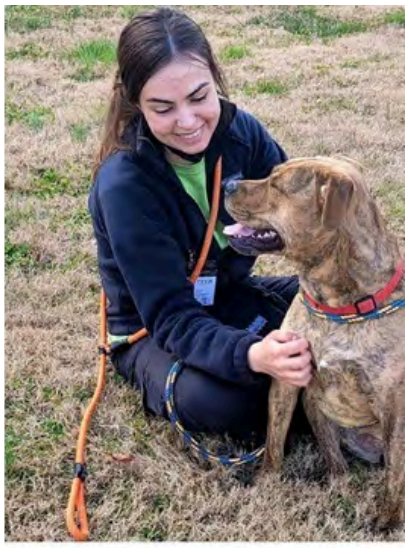
Saving Animals. Helping People.

MAC serves animals and people throughout the Chattanooga community through sheltering, animal care and adoption, field services, and programs designed to help pets remain with the families who love them.

Founded 18 years ago, MAC has grown into an organization of approximately 64 employees with an annual budget of more than $4 million. Its work includes shelter and veterinary care, animal control services, adoption, and community support.

MAC opened the MAC C.A.R.E.S. Center two years ago to expand support in the community and is exploring ways to increase access to veterinary care and other resources for pet owners. The vision goes beyond creating more space for animals. MAC wants to help families get the support they need so more pets can stay in their homes.

MAC also provides animal control services through a municipal partnership with the City of Chattanooga. As the organization approaches the next renewal of that agreement in 2027, growing private philanthropy will give MAC greater flexibility to invest in its mission, its people, and the community it serves.



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The Vibe

MAC is practical, mission-driven, and still building.

Mission-Driven and Hands-On

People come to MAC because they care about animals and the people who love them. Providing excellent animal care, compassionate service, and support to the community drives the work.

MAC is practical and hands-on. People pitch in when needed, adapt as priorities change, and stay focused on the work at hand. They welcome new ideas, different approaches, and people who are eager to help build stronger practices as the organization continues to grow and evolve.

Building the Culture with Intention

MAC has worked hard to create a workplace where people feel welcomed and valued. Professionalism, compassion, communication, and treating people well are expectations for everyone, regardless of role. MAC is focused on creating a workplace where people want to stay, grow, and contribute.

Still Building and Open to What's Possible

MAC is a relatively young organization, and some systems and processes are well established while others are evolving. For someone who likes to build, there is plenty of opportunity to make an impact. This is a chance to bring new thinking, explore different approaches, strengthen practices, and help shape what Advancement can become.

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Your Role as Director of Advancement

As Director of Advancement, you will lead MAC's philanthropic strategy and Advancement department, with particular emphasis on growing individual giving, major gifts, donor retention, and recurring support.

Reporting to the Executive Director, you will lead a team that includes an Events Manager, Marketing Coordinator, and Advancement Assistant. You will work closely with the Executive Director, Board of Directors, colleagues across MAC, donors, volunteers, and community partners to build the relationships and resources that make MAC's work possible.

You will:

- Build and actively manage a portfolio of major-gift prospects and donors, from identification and cultivation through solicitation, stewardship, and renewal.
- Grow individual giving by improving donor retention, expanding monthly giving, and moving first-time and lower-level donors toward deeper engagement and increased support.
- Develop and execute an annual Advancement plan with clear goals, strategies, revenue projections, and measures of success, using results to guide where to invest, adjust, or try new approaches.
- Lead and develop the Advancement team, setting clear priorities, expectations, and accountability while supporting the growth of team members.
- Oversee fundraising events, grants, planned and legacy giving, and donor stewardship, ensuring each contributes effectively to MAC's broader fundraising goals.
- Guide marketing, communications, public relations, and social media strategy to tell MAC's story clearly and consistently.

- Partner with the Executive Director and Board to grow their involvement in donor cultivation, relationship building, and fundraising.
- Build relationships with individuals, foundations, corporations, community organizations, and other philanthropic partners.
- Ensure strong Advancement operations, including effective use of the donor database, accurate donor and prospect information, budget oversight, and reporting on progress toward goals.
- Work across departments and represent MAC with donors, community partners, media, and other external audiences.

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QUALIFICATION CHECKLIST

- ☐ 3–5 years of progressively responsible nonprofit fundraising experience, with demonstrated success in individual and major giving
- ☐ Experience identifying, cultivating, soliciting, and stewarding donors and building long-term donor relationships
- ☐ Experience developing and implementing fundraising strategies, including annual development plans and donor retention and engagement efforts
- ☐ Experience leading, supervising, and developing staff strongly preferred
- ☐ Ability to use fundraising data and donor insights to evaluate results, identify opportunities, and guide decisions
- ☐ Strong writing, storytelling, presentation, and interpersonal communication skills

- ☐ Strong project management and organizational skills, with the ability to manage multiple priorities
- ☐ Experience with donor database/CRM systems; Neon CRM experience preferred
- ☐ Experience with planned giving, grants, events, and/or integrated fundraising programs preferred
- ☐ Bachelor's degree or equivalent combination of education and experience preferred; CFRE preferred; animal welfare or sheltering experience welcomed but not required

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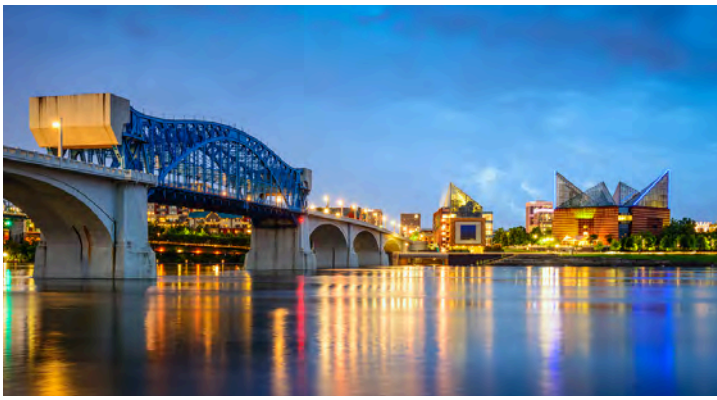

Life in Chattanooga

Chattanooga offers an appealing mix of city life, outdoor access, and an easy-to-manage scale. Set along the Tennessee River and surrounded by mountains, it combines a vibrant downtown and growing food and arts scene with remarkable access to the outdoors. The city has also continued to grow, welcoming new residents while retaining the accessibility of a mid-sized city.

Outdoor Life

Hiking, mountain biking, paddling, climbing, parks, greenways, and the Tennessee River are woven into life in Chattanooga. The 13-mile Tennessee Riverpark connects downtown with neighborhoods and recreational areas throughout the city.

A Growing City

Chattanooga has experienced steady population growth alongside continued investment in its downtown and riverfront. Restaurants, arts and culture, live music, sporting events, and other attractions give the city plenty of energy without the scale of a major metropolitan area.

A Philanthropic Community

Chattanooga has a long tradition of individual, family, and community philanthropy and a well-established nonprofit sector. For MAC, that creates an opportunity to build new relationships and introduce more people to its work.

Connected to the Region

Located in southeast Tennessee near the Georgia border and at the junction of four interstate highways, Chattanooga is well positioned for access to Atlanta, Knoxville, Nashville, and the broader Southeast.

TO APPLY:

Starting Salary: $70,000

MAC has engaged ADISA to manage this search. Candidates interested in this opportunity should send their detailed resume and cover letter combined into a single PDF to **search@adisagroup.com**. For any inquiries, kindly use the same email address.