

Job Title

HRI Director of Development

Agency

Texas A&M University - Corpus Christi

Department

Harte Research Institute

Proposed Minimum Salary

Commensurate

Job Location

Corpus Christi, Texas

Job Type

Staff

Job Description

TAMU-CC is a dynamic university designated as both a Hispanic-Serving Institution (HSI) and Minority-Serving Institution (MSI) with approximately 11,000 students from 47 states and 54 foreign nations. We employ over 1,400 full-time and 2,000 part-time Islanders (including students/GAs). The University attracts highly talented faculty and staff and offers an array of undergraduate and graduate degrees, including doctoral programs. As a member of the Texas A&M University System, TAMU-CC benefits from a range of resources, increased visibility and influence, and opportunities to collaborate in mutually beneficial ways with peers across member institutions and associated agencies.

TAMU-CC's beautiful campus is located on a 240-acre island on Corpus Christi Bay and was ranked #1 College by the Sea by Best College Reviews. Our natural setting is enhanced by its modern, attractive, and state-of-the-art classroom buildings and support facilities.

The Harte Research Institute at Texas A&M University-Corpus Christi is seeking an experienced and visionary Director of Development to design and lead a comprehensive individual giving program.

This is a rare opportunity to build a program from the ground up and shape the future of philanthropic engagement at a leading marine research institute. The Director will serve as both strategist and leader, responsible for identifying, cultivating, and stewarding mission-aligned donors while building a sustainable pipeline of support.

The ideal candidate brings a passion for connecting individuals with meaningful opportunities to invest in research, programs, and initiatives that advance a thriving Gulf of America (formerly Gulf of Mexico) and resilient coastal communities. Through a broad portfolio of fundraising strategies-including major gifts, annual giving, and donor engagement-the Director will play a pivotal role in expanding the Institute's impact.

PURPOSE

The HRI Director of Development serves as the architect and strategic leader for HRI's current-use fundraising efforts and donor relations. This position ensures philanthropic growth through donor acquisition and retention by employing best practices in fund development with oversight of a direct mail and digital appeals program, management of a statewide, event-based sustainable funding model, and leadership of a fundraising team.

DESCRIPTION

Functional Area 1: Program Leadership and Strategy

Percent Effort: 45%

- Responsible for building and retaining philanthropic support from individuals, foundations, and corporations, by creating, implementing, and managing a comprehensive development plan focused on donor acquisition and retention.
- Develop and lead a motivated fund development team, providing guidance, mentorship, performance oversight, and professional development consistent with leadership expectations.
- Oversee the implementation, maintenance, and growth of the Benevon Model for Sustainable Funding designed to inspire HRI current-use, unrestricted, and multi-year commitments from individuals, including oversight of donor stewardship.
- Serve as the architect for Benevon event programming and messaging.
- Assist with planning, strategizing, and conducting major gift fundraising initiatives and coordinated solicitation efforts in collaboration with HRI Executive Director of Development and the HRI Senior Executive Director.

Functional Area 2: Fundraising and Donor Relations

Percent Effort: 35%

- Manage and grow a portfolio of individual mid-level to major donors and donor prospects in the Corpus Christi and Coastal Bend, engaging in identification, cultivation, personal solicitation, and stewardship.
- Develop a compelling, targeted direct mail and digital fundraising appeal program; assist with writing, production, and distribution.
- Develop, execute, and maintain digital giving initiatives, including online giving, digital and social media campaigns.
- Collaborate with the HRI marketing and communications team to develop public relations, marketing and publications strategies designed to support fundraising and donor relations.
- Coordinate with the HRI marketing and communications team to ensure accurate donor specific communications, including annual and impact report listings and recognition material.

Functional Area 3: Administration and Operations

Percent Effort: 20%

- Develop and manage the development budget, including revenue projections, expense tracking, and financial monitoring to support strategic fundraising objectives.
- Maximize the use of the donor database, Raiser's Edge, by ensuring accurate record maintenance, activity tracking, and reporting.
- Establish, track, and benchmark relevant metrics measuring programmatic and individual progress.

QUALIFICATIONS

- Master's degree in applicable field.
- Ten (10) years of related experience.
- Additional experience may be considered as substitution for the minimum requirement:
- Bachelor's degree in applicable field and twelve (12) years of related experience.
- Strong leadership and strategic planning abilities - developing and executing comprehensive philanthropy strategies, including donor-centered approaches.

- Excellent communication skills (verbal, written, and interpersonal).

PREFERRED QUALIFICATIONS

- Minimum 7 years in professional fundraising roles.
- Proven track record of securing major gifts and meeting or exceeding fundraising targets.
- Two to five (2-5) years of supervisory/management experience.
- Experience implementing Benevon Model for sustainable funding a plus.
- Relationship-building and donor engagement expertise.
- Organizational and project management skills - handling multiple priorities, events, budgets, and deadlines.
- Analytical mindset (comfort with data, metrics, reporting, and evaluating fundraising performance).
- Self-motivated and able to work with minimal supervision.
- An interest in conservation with the ability to translate complex ideas into a clear and relatable case for support.

SALARY: Commensurate with experience and qualifications.

\$9,583.34- \$10,416.67 monthly (\$115,000-\$125,000 Annual, Approximately)

NOTE:

- This position is partially grant-funded. Continued employment is contingent upon continued funding.
- **Employment may be impacted by the Presidential proclamation issued on September 19, 2025 and the moratorium issued by Texas Governor Abbott on January 27, 2026.**

BENEFITS (rules, policies, eligibility apply)

From our generous <https://www.tamucc.edu/human-resources/benefits/index.php> and professional development opportunities, to our retirement programs and our commitment to service excellence, the Island University is an engaging and rewarding place to work.

<https://assets.system.tamus.edu/files/benefits/website/BenefitsGuide.pdf>

- Medical
- \$0 - \$30 per month for Employee Only coverage after university contribution (\$920 value).
- Up to 83% of premium covered by the university:
- Employee and Spouse
- Employee and Children
- Employee and Family coverage
- Dental & Vision
- Life Insurance, Accidental D&D, Long Term Disability, Flexible Spending Account and Day Care Spending Account

<https://www.tamucc.edu/human-resources/careers/dual-career-partner/index.php>

<https://www.tamucc.edu/human-resources/benefits/wellness-resources.php>

<https://www.tamucc.edu/human-resources/benefits/eap.php>

- Counseling, Work Life Assistance, Financial Resources, and Legal Resources

<https://www.tamucc.edu/human-resources/benefits/tuition/index.php>

- Public Loan Forgiveness
- Book scholarships
- 100% tuition coverage for up to 18 credit hours per fiscal year (other rules may apply).

<https://www.tamucc.edu/human-resources/benefits/retirement-programs.php>:

- Teacher Retirement System of Texas (TRS) or Optional Retirement Plan (ORP)
- Voluntary Tax Deferred Account/Deferred Compensation Plan

<https://www.tamucc.edu/human-resources/time-off/index.php>:

- 8+ hours of vacation paid time off every month.
- 8 hours of sick leave time off every month.
- 8 hours of paid time off for Birthday leave.
- 12-15 paid holidays each year.

All positions are security-sensitive. Applicants are subject to a criminal history investigation, and employment is contingent upon the institution's verification of credentials and/or other information required by the institution's procedures, including the completion of the criminal history check.

Equal Opportunity/Veterans/Disability Employer.

To apply, visit <https://apptrkr.com/7116177>

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