



**Vice President +  
Chief Development Officer**

*Remote, US*

**Johnny Cooper, MPA, CFRE**  
Founder + CEO

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## About Rainforest Flow

Rainforest Flow (RF) develops integrated clean water, sanitation, and hygiene (WASH) programs in collaboration with indigenous people in rainforest communities, specifically, in the Manu Biosphere Reserve in Peru's Amazon rainforest, a [UNESCO World Heritage site](#). We help to grow the health of future generations of the people of the rainforest. Our collaborative, integrated, and sustainable WASH programs empower indigenous people to become stewards of their own health, resources, environment, and ultimately, their future.

Since 2003, Rainforest Flow has collaborated with Peruvian health and environmental agencies and indigenous communities to deliver more than 82.3 million gallons of safe drinking water to four villages in the global biodiversity hotspot. We have educated hundreds of families about health, hygiene, and sanitation to help them strengthen the health of their communities.

Rooted in more than 20 years of technical, scientific, and anthropological research and hands-on field experience, our multicultural team works closely with indigenous families to bring sustainable clean water, sanitation, and hygiene programs to remote communities.

An imperative, strategic goal of Rainforest Flow is to establish a brick-and-mortar Global WASH Learning and Research Center, in the Manu Biosphere Reserve, to serve as a meeting place for indigenous leaders, scientists, and policymakers, and a hub of multicultural knowledge exchange. The Rainforest Flow WASH Learning and Research Center will benefit rainforest people from around the world by training the next generation of indigenous leaders, engineers, and health and environmental professionals to replicate and adapt these technologies to their communities.

Our work in the Amazon Rainforest contributes to fulfilling goals set by the [United Nations](#) to ensure availability and management of sustainable water, sanitation, and hygiene for all.

## Position Summary

The Vice President + Chief Development Officer (VP/CDO) at Rainforest Flow will lead our fundraising and development efforts, playing a crucial role in development planning, major donor cultivation, and expanding our fundraising portfolio. This senior leadership position requires a dynamic individual capable of elevating our organization's impact through innovative fundraising strategies, and effective team and organizational management.

This entrepreneurial role is vital for ensuring the sustainability and growth of Rainforest Flow, requiring a combination of strategic vision, fundraising expertise, and leadership acumen. The VP/CDO will be instrumental in shaping our future and expanding our impact on environmental and community health and the establishment of a WASH Global Learning and Research Center.

The VP/CDO is a full-time, fully remote position reporting directly to the Executive Director + Founder. Working with the Board, ED, and RF's program staff in Peru, the VP/CDO serves as the organization's primary fundraiser in support of our critical work in the Manu Biosphere

Reserve. The VP/CDO ensures that the organization has the research, grant portfolio management, digital presence, administrative support, and technology infrastructure in place to meet an annual fundraising goal of \$1.2M+ (beginning in 2025) to support continued program growth.

In this role, the VP/CDO will steward relationships with RF's institutional partners and prospects, in collaboration with RF's Board and Executive Director. In addition to managing RF's portfolio of 20 funding partners (current and past), the VP/CDO will identify and develop new relationships for RF in the philanthropic landscape and help diversify our institutional and individual funding pipeline with the goal of increasing new revenue sources. Additionally, working with RF's board, staff, and consultants, the VP/CDO role offers the opportunity to lead and shape the organization, beginning with development and operations infrastructure and best practices.

## Essential Job Functions

This role is vital for ensuring the sustainability and growth of Rainforest Flow, requiring a combination of strategic vision, fundraising expertise, and leadership acumen. The VP/CDO will be instrumental in shaping our future and expanding our impact on environmental and community health.

Key Responsibilities include, but are not limited to:

- » Develop and execute a comprehensive strategic fundraising plan.
- » Cultivate and manage relationships with major donors, foundations, and corporate sponsors.
- » Plan and lead capital campaigns and major fundraising initiatives, overseeing the development and execution of strategies that secure significant financial contributions to support the organization's long-term goals.
- » Oversee and mentor the board, ED, and staff as engaged members of the development team, fostering a culture of philanthropic growth and excellence.
- » Collaborate closely with the board, ED, and staff to align fundraising goals with organizational strategy.
- » Manage the development budget, ensuring alignment with strategic priorities.
- » Represent Rainforest Flow in public forums and engage with key stakeholders.

### **Institutional Stewardship + Corporate Funder Portfolio Management (~35%)**

- » Working with the Board, ED, and staff, lead the cultivation and moves management strategies, grants management, and relationship stewardship strategy for RF's portfolio of institutional funders.
- » Develop and execute a stewardship strategy and calendar throughout the year for both new and current institutional funders.

- » Lead administrative, systems, and project support to plan, coordinate, support, and execute donor relationships.

### **Grants/Project Management + Writing (~20%)**

- » Work closely with the Board, ED, and staff to create grant templates, and report on and renew existing grants; write exceptional grant proposals and reports, donor presentations, and other communications materials that effectively and succinctly capture RF's work and impact.
- » Develop organizational budgets that effectively convey RF's case for support.
- » Manage internal grants calendar and schedule to ensure proposals, deliverables, and reports are submitted on time.
- » Build relationships with key staff, board members, and volunteers within RF (e.g., board, volunteers, program, finance, and research and evaluation) to aggregate data and information that will help inform and tailor grant requests and funder reports.

### **Prospect Research + Relationship Mapping (~15%)**

- » Research institutional and individual prospects for alignment and lead next steps for stewardship and solicitations to strengthen RF's pipeline for new revenue sources.
- » Work with consultants and staff to create collateral materials and systems of productivity and efficiency, equipping RF with the necessary research, information, outreach materials, and tools to generate revenue from high-potential prospects.

### **Digital Media + Communications (~15%)**

- » Work with the ED, program staff, and social media consultant to coordinate a social media strategy that supports RF's fundraising goals.
- » Work with the social media consultant to ensure the effective implementation of online giving campaigns.
- » Collaborate with the Board, ED, staff, and consultants to plan and execute external communications initiatives, including a communications calendar, conference recommendations, website updates, social media posts, press releases, etc.

### **Development Operations (~15%)**

- » Oversee support staff responsible for gift processing and acknowledgments, ensuring that the gift acknowledgment process for all RF's gifts serves as an engaging and meaningful touchpoint for donors.
- » Liaise with the Finance Manager and support staff to ensure that gifts are processed with minimal turnaround time for acknowledgment, and ensure that accurate records of gifts for reporting and auditing purposes are maintained.
- » Ensure that systems for prospecting and engagement of donors, including donor communication, funder histories, activities, profiles, and CRM (Little Green Light) contacts and supporter lists are efficient, accurate, and updated regularly.
- » Develop and ensure timely reporting to the Board and ED on all development activities and progress towards RF's goals.

This position offers an opportunity for someone eager to steep themselves in a trusted and established environmental and social justice program that has a strong reputation and track record of supporting indigenous people of the rainforest. In addition, the position offers an important opportunity to tell the stories of our work and that of the communities we serve to the external community. This role also offers exciting potential opportunities for career advancement and leadership growth within the organization.

## Qualifications

The ideal candidate has extensive experience in building and executing development strategy, including relationship management and customer/stakeholder relations. The VP/CDO is highly organized, detail-oriented, and systems-focused, a strong researcher, writer, and cross-functional project manager.

Key qualifications include:

- » A minimum of 10 years of experience in fundraising and development, with a proven track record in major gift fundraising.
- » Exceptional leadership and strategic planning skills.
- » Excellent communication and relationship-building abilities.
- » Experience in building and managing a team.
- » Familiarity with the nonprofit sector and a passion for environmental + social causes.
- » Extensive experience in collaborating with organizational leadership to achieve shared goals.
- » Prior experience in international and fund development is preferred.
- » Native-level or fluent Spanish language skills strongly preferred.

## Leadership + Key Colleagues

*(Please do not contact the organization or its leaders directly)*

### Nancy Santullo, Executive Director

After enjoying a successful career as a fashion and advertising photographer in Los Angeles for over 15 years, Nancy felt that something was missing. She had an internal longing for more and was compelled to step out of her comfortable world in search of deeper meaning in her life.

In 1999, Nancy made a trip to the Manu Biosphere Reserve and National Park, in the southeastern Peruvian Amazon. There, she found a connection to the people of an indigenous village – to their beauty – their hearts, and their vision of what the future looked like for their

children and community. Nancy saw that access to clean water, and sanitation could fundamentally alter their vision. It could be a future they would define from a place of strength, holding fast to their environment, their traditions, and their culture. She also saw a need that resonated in her, something she wanted to direct her energy and talent toward, something she wanted to change for the better. It was on this trip that Nancy decided she would make this her life's work, her calling. Upon returning to the US, she established Rainforest Flow.

Since then, Nancy's leadership has successfully brought sustainable WASH programming to four indigenous villages, in the Manu Biosphere Reserve. Manu is hailed as one of the most biologically diverse places on earth and is a UNESCO World Heritage site. She is now working to replicate the proven model in a total of three additional villages in Manu, creating the first regional WASH model in the Peruvian Amazon through a newly established Global Learning and Research Center. The model can then be expanded to countries such as Brazil, Indonesia, and the Democratic Republic of Congo.

The essence of her work is not only a functioning clean water source or creating better hygiene and health – it is the building of a community that values, maintains, and benefits together from its existence in their village. Rainforest Flow is that structure that cares for life.

### **Samuel Schwan, Board President**

Samuel Schwan is a simple man who wants to make the world a better place. He has found purpose and meaning in the service of others. This journey began at the age of 18, when he started his firefighting and EMS career. Through serving his communities in California, Minnesota, Montana, Idaho, and Wyoming as a first responder, he gained skills in situational assessment and decisive action under duress. The experiences in his early professional career and the journey of life have led him to be a part of larger impact programs that truly help those the world has left behind.

He was given the opportunity of a lifetime in 2021 to join Rainforest Flow on their mission to improve the lives of those who live in the rural Amazon through purposeful, community-empowering WASH programs. Samuel believes that through basic life foundations like clean water and hygiene, people have an opportunity to realize their life potential. He is incredibly grateful to his friends and colleagues at Rainforest Flow for allowing him to participate in this great mission. When not following Nancy through the jungle, you can find him on his yoga mat or playing in the mountains.

### **Stephen Levit, Board Secretary**

Steve has spent years as a creative director for agencies large and small. He successfully merges brand storytelling and business building marketing ideas that has helped brands explode. From King's Hawaiian Foods to Lexus and Hyundai, he is highly skilled at finding the unique voice of a brand and connecting to consumers.

“Every brand has a story to tell. The challenge is telling it in a way that consumers want to listen to it.” In 2014, The Levit Agency was formed by breaking the mold of the agency and adopting a Mission Impossible approach. Hit teams, with laser focused skills come in to solve specific

client needs, with team leaders guiding the story. Thus, the team is constantly changing, and our clients get best in class, bespoke service.

## Reporting Relationships

The Vice President + Chief Development Officer reports directly to the Executive Director and currently has no direct reports.

## Compensation + Benefits

The salary range for this position is approximately \$140,000. Rainforest Flow offers a benefits package to include:

- » Health Coverage stipend of US\$485.00 paid monthly
- » 401(k) Retirement Plan with an employer match up to 4% of employee's salary
- » \$100,000 Life Insurance
- » Fifteen days of paid leave each year
- » Six days of paid sick leave each year

As a reflection of our firm's commitment to equity and equal pay for all, Cooper Coleman requires that salary ranges or salary starting points be published for every search we conduct. The practice of not posting salaries perpetuates the gender and racial wage gap and discriminates against women, people of color, and other historically excluded populations by causing individuals to negotiate from a disadvantaged starting point.

## Location + Travel

**This is a remote position.** The successful candidate may reside anywhere in the United States and is expected to work from home and travel domestically and abroad as needed.

A valid U.S. Passport will be required to fulfill all requirements for this role. Early in their tenure, the successful candidate will be expected to travel to the Amazon Rainforest in Peru to experience RF programming and become familiar with the organization's Peru-based staff and their fieldwork.

## Submission Instructions *(read carefully)*

Cooper Coleman is leading this search on behalf of Rainforest Flow. To apply, please [visit this link](https://www.coopercoleman.com/current-searches) ([www.coopercoleman.com/current-searches](https://www.coopercoleman.com/current-searches)). Nominations of qualified candidates can be sent to:

Johnny Cooper  
[johnny@coopercoleman.com](mailto:johnny@coopercoleman.com)

Kindly use the position title as the subject line of your email. All inquiries will be held in confidence.

A cover letter is not required with your initial application but is welcomed to help us understand your fitness for and interest in this role during our initial evaluation. Candidates invited for interviews will be asked to provide a thoughtful letter of interest indicating their specific qualifications for the opportunity, desire to join Rainforest Flow, and connection to its mission.

*Cooper Coleman LLC is committed to providing equal employment opportunities to all qualified candidates and will refer candidates without regard to race, color, religion, national origin, sex, sexual orientation or identity, age, ability, veteran status, or any other legally protected basis.*

## EEO + Diversity, Equity, and Inclusion

Rainforest Flow is an equal opportunity employer committed to hiring a diverse workforce. All qualified applicants will receive consideration for employment without regard to race, national origin, age, sex, gender identity, religion, disability, sexual orientation, marital status, veteran status, gender identity or expression, or any other basis protected by local, state, or federal law. This policy applies with regard to all aspects of employment, including hiring, transfer, promotion, compensation, eligibility for benefits and termination.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

## Background Checks + Credentials Verification

Before sending your resume for this position, please read it over for accuracy. Cooper Coleman verifies its candidates' employment and academic credentials at the time of offer, and our clients frequently conduct background checks before finalizing an offer.



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## About Cooper Coleman

Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth. We move organizations *forward* by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact.

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