

Licensed Funeral Director / Embalmer

Location: West Fargo, North Dakota

Employment Type: Full-Time

Annual Salary: 65,000–95,000, Depending on Experience

Relocation Assistance: Available

Position Overview

Cooper Funeral Search is representing a well-established, independently owned funeral home in West Fargo, North Dakota, seeking a compassionate, experienced, and dedicated **Licensed Funeral Director / Embalmer** to join its team.

Our client is a respected, fourth-generation, family-owned organization known for its commitment to exceptional service, professionalism, and long-term employee relationships. With modern facilities, updated equipment, and a supportive working environment, this opportunity offers both professional fulfillment and a healthy balance between work and personal life.

The position has become available as part of a planned transition involving upcoming retirements, rather than employee turnover. Our client is seeking a funeral service professional interested in becoming a valued, long-term member of its organization.

Position Responsibilities

The successful candidate will enjoy a balanced position involving approximately **70% family-facing responsibilities and 30% preparation room duties**.

Responsibilities include:

- Meeting with families to discuss and coordinate funeral, memorial, burial, and cremation arrangements.
- Directing and overseeing funeral services, visitations, and related activities.
- Providing compassionate guidance and professional support to families throughout the arrangement process.
- Performing embalming, preparation, and restorative procedures in accordance with professional standards.
- Coordinating with clergy, cemeteries, crematories, and other service providers.
- Maintaining accurate records and ensuring compliance with applicable state and federal regulations.
- Participating in the funeral home's on-call rotation.

- Working collaboratively with fellow funeral directors and support staff to maintain the organization's high standards of service.

Schedule & Work-Life Balance

Our client recognizes the importance of maintaining a sustainable schedule within the funeral profession.

The on-call rotation includes:

- One evening on-call each week.
- Every other weekend on-call.
- A three-day weekend off on alternating weekends.

This structured rotation provides consistency and allows employees to plan personal and family activities.

Compensation & Benefits

Our client offers a competitive compensation package designed to recognize professional experience, dedication, and quality of service.

Base Salary: 65,000–95,000 annually, depending on qualifications and experience.

Additional benefits include:

- Employer-paid employee health insurance premiums.
- 3% employer retirement match.
- Paid time off (PTO).
- Employer-paid continuing education.
- Payment of applicable state professional license renewals.
- Year-end bonus opportunities.
- Additional compensation through participation in trade calls.
- Relocation assistance available for qualified candidates.

Qualifications

Preferred Qualifications:

- Five or more years of experience as a Funeral Director and/or Embalmer.
- Current funeral director and embalmer licensure, or eligibility to obtain the required North Dakota credentials.
- Experience conducting arrangement conferences and directing funeral services.
- Proficiency in embalming and preparation room procedures.

- Strong interpersonal, organizational, and communication skills.
- A compassionate, professional approach to serving families.
- A commitment to teamwork, integrity, and exceptional service.

Although experienced funeral service professionals are preferred, newly licensed Funeral Directors and recent mortuary science graduates are encouraged to apply. Our client is willing to provide mentorship and professional development to candidates who demonstrate a strong work ethic and commitment to the profession.

About the Organization

Our client operates a stable, independently owned funeral service organization serving families throughout the Fargo–West Fargo region.

The organization handles approximately:

- 340 funeral calls annually
- 225 trade calls annually

Its facilities are modern and well-equipped, providing funeral professionals with the resources necessary to perform their responsibilities effectively.

With a history spanning four generations, the organization has established a reputation for compassionate service, professional excellence, and exceptional employee retention.

Living in West Fargo, North Dakota

West Fargo offers an attractive combination of small-town community values and the conveniences of a growing metropolitan area.

Located within the Fargo–Moorhead region, the community provides access to quality public schools, colleges and universities, healthcare facilities, restaurants, shopping, and entertainment.

Residents enjoy abundant recreational opportunities, including fishing, hunting, golf, biking, and nearby Minnesota lake country.

For professionals considering relocation, West Fargo offers a welcoming environment, a growing economy, and opportunities to establish long-term roots.

Why Consider This Opportunity?

This is an opportunity to join an established, family-owned funeral home that values its employees as much as the families it serves.

Our client is seeking a professional who wants more than simply another position—someone interested in building a lasting career with an organization that emphasizes stability, teamwork, and compassionate funeral service.

For the right individual, this position offers competitive compensation, meaningful professional responsibilities, a predictable on-call rotation, and the opportunity to contribute to a respected organization's continued success.

Application & Confidentiality

Cooper Funeral Search is conducting this search on behalf of our client.

All inquiries and applications will be handled confidentially. Candidates currently employed within the funeral profession are encouraged to inquire discreetly.

For additional information or to express interest, please contact:

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Cooper Funeral Search is committed to connecting qualified funeral service professionals with outstanding career opportunities. Our client is an Equal Opportunity Employer.

