

WittKieffer is honored to partner with Cottage Health as it seeks a strategic, experienced, and clinically fluent advancement leader to serve as the inaugural Chief Development Officer, Service Lines. This role presents a rare opportunity to help shape and advance service-line philanthropy within one of California's most respected independent health systems, in a community nationally recognized for its exceptional philanthropic capacity.

Reporting to the head of advancement, the inaugural Chief Development Officer, Service Lines is a senior advancement leader responsible for advancing service line and clinical philanthropy as a strategic driver of patient care, clinical excellence, and long-term organizational impact. This role works in close partnership with Foundation and executive leadership, and with physicians across Cottage Health, and collaborates intentionally with the Systemwide Chief Development Officer to ensure clarity, coordination, and alignment across advancement efforts.

Located in Santa Barbara, Cottage Health is widely recognized for high-quality patient care, strong clinical programs, and deep community trust, supported by a loyal donor base and a long-standing tradition of philanthropy. Cottage Health is entering an intentional phase of philanthropic growth, strengthening alignment between clinical priorities and donor engagement across its hospitals and specialty programs. With annual philanthropic support currently in the \$25 to \$30 million range, the organization is strengthening its foundation and investing in the leadership, structure, and partnerships needed to further elevate the impact of philanthropy in advancing patient care and clinical excellence.

In this role, the Chief Development Officer, Service Lines, partners with clinical and program leaders, leads service-line-based fundraising, develops compelling clinical cases for support, and engages donors whose philanthropic interests align with Cottage Health's most significant clinical and programmatic priorities. The ideal candidate will bring experience in healthcare or clinically aligned fundraising and be comfortable partnering closely with physicians and clinical leaders to advance complex, high-impact philanthropic opportunities.

As Cottage Health continues to invest in and expand its service line fundraising efforts, several roles within the Service Line Development team are new or expected to evolve over time. The Chief Development Officer, Service Lines will play a central role in building the team, recruiting top talent, and positioning roles to support long-term philanthropic success. This role is well-suited to a proven frontline fundraiser who is energized by opportunity, motivated by growth, and eager to help elevate service-line philanthropy across the Cottage Health system.

Based in Santa Barbara County, California, this role requires a visible, engaged presence within Cottage Health and the surrounding community.

The ideal candidate will possess a bachelor's degree in a related field, such as Business Administration, Communications, Public Administration, or Health Administration. A master's degree or JD is preferred. The successful candidate will have significant senior-level experience (typically 20+ years), including 10+ years in direct fundraising and 7+ years in leadership roles. Equivalent combinations of experience will be considered.

We invite you to review the complete leadership profile available at <https://wittkieffer.com/positions/a1wun000001nlmnmaa>.

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Please submit all applications, nominations, and inquiries to the WittKieffer consultants, Ashley Buderus, Mercedes Vance, and Eleanor Vogelsang, through the WittKieffer Candidate Portal at <https://apptrkr.com/7221149>.

The base salary for this position is \$257,040 - \$385,560. In addition, the CDO will be eligible for a discretionary annual incentive bonus, retirement, and additional benefits, including generous housing benefits. The salary of the finalist selected for this role will be determined based on various factors, including but not limited to: scope of role, level of experience, education, accomplishments, and internal equity. The base compensation range listed is a good-faith determination of potential base compensation at the time of this job advertisement and may be modified in the future.

To learn more about the unique aspects of working for Cottage Health, visit <https://www.cottagehealth.org/careers/about-us/life-where-you-love-it/>.

Cottage Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.