



Imagine waking up each morning knowing you are making a difference in the lives of underserved children and families in the Coachella Valley. If this inspires you, we have an opening with real growth potential for the right person to join our team, and we want to hear from you.

Variety Children's Charity of the Desert is expanding across the Valley, with offices in Palm Desert, Desert Hot Springs, and Mecca, to reach more children and families. We are seeking a full-time Director of Development to lead our fundraising strategy, grow donor relationships, and build sustainable revenue in close coordination with our Marketing and Program teams.

As a member of our leadership team, the Director of Development plays a key role in shaping organizational strategy and provides direct support to the Executive Director in planning and growth initiatives. This is an opportunity for a strategic, relationship-driven fundraising professional to help carry our mission forward as we grow.

We are looking for someone who can build relationships, cultivate donors, develop partnerships, and collaborate closely with our Marketing and Program teams to tell our story in ways that inspire giving. A sophisticated understanding of digital fundraising and social media is important to success in this role.

We are looking for candidates who are passionate about improving the lives of children and families, and who have the vision and drive to grow a development program alongside a growing organization. We are seeking the best qualified candidate to join our team. Our children and families deserve nothing less.

Director of Development - 1 Immediate Full-Time Opening

Palm Desert, CA

Salary from \$80,000 (depending on experience)

Benefits include paid holidays, paid time off, insurance benefits, and cell phone reimbursement. Background checks will be conducted.

Apply by forwarding a cover letter and resume to variety@varietyofthedesert.org

Applications will be reviewed as received, and the position will remain open until filled.

Director of Development

Description

The Director of Development oversees development and fundraising at Variety Children's Charity. The Director of Development works with the Executive Director to progressively build the organization's fundraising capacity, develop organizational efficiency, and oversee day-to-day operations. The Director of Development directs and inspires the development team while overseeing and elevating the organization's visibility, donor engagement, and philanthropic partnerships. This position builds and evaluates internal systems for efficiency and ensures a strong alignment between development strategy and programmatic impact. The Director of Development champions a culture of stewardship and creates a fundraising and development program to reach income targets, develops models for KPIs, and offers recommendations to the Executive Director.

Primary Duties and Responsibilities

1. Strategy, Leadership, and Management

- a. Collaborate to develop and implement strategic plans aligned with the mission and objectives.
- b. Assist in developing and implementing budgets, annual fundraising goals, strategies to improve fundraising and financial efficiency, cost effectiveness, and measuring fundraising performance.
- c. Develop an annual development plan that drives long-term organizational growth and development through strategic initiatives, partnerships, and sustainable expansion opportunities.
- d. Monitor and evaluate organizational performance, impact metrics, and key performance indicators to ensure accountability and effectiveness.
- e. Support the oversight of daily operations while fostering a culture of collaboration, innovation, and continuous improvement.
- f. Develop and implement internal processes and procedures to optimize organizational efficiency.

2. Marketing and Communication

- a. Make public appearances and accept speaking engagements to share information with the community.
- b. Strategically engage with the community to advance donor engagement goals by enhancing the organization's standing with community leaders and key constituents.
- c. Lead the Marketing Team to collaborate in creating communications to support fundraising efforts, which will lead to financial gifts and promote organizational awareness.
- d. Actively engage and energize event committees, funders, and other stakeholders throughout the year through events and regular communications.
- e. Develop a plan to inform and educate current and prospective donors on charitable giving options.

3. Fundraising and Development

- a. Proactively monitor quality and consistency of fundraising operations, responding promptly with adjustments for potential scenarios that could impact the integrity of the fundraising efforts.
- b. Expand local revenue-generating activities to support existing operations and regional expansion.
- c. Oversee the maintenance of an accurate donor database and manage the staff responsible for data entry, gift processing, processing database queries, and extracting reports.
- d. Oversee the production of high-quality fundraising events by managing the staff responsible for planning events and interfacing with the production team.
- e. Research, develop, and track proposals and reports for all grant-related fundraising.
- f. Steward, cultivate, and develop an annual contact plan for an assigned portfolio of existing prospects and donors, discussing charitable giving and goals to lead to larger contributions.
- g. Track portfolio activity and progress and create reports for management that accurately reflect portfolio activity and performance.
- h. Evaluate the success of fundraising methods and offer recommendations for improvement.

4. Other Responsibilities

- a. Other fundraising tasks related to responsibilities necessary to accomplish fundraising and operational objectives as assigned.
- b. Other duties as required by the Executive Director.

Qualifications

The Director of Development must appreciate and embrace the mission of the organization. Qualified candidates will demonstrate the following:

- Have knowledge and experience in fundraising techniques, particularly donor management and cultivation.
- Be a self-starter and goal-driven to initiate innovative fundraising opportunities to achieve set goals.
- Experience with donor and foundation research methods and technology.
- Experience in setting and achieving strategic objectives, including developing and managing budgets.
- Experience and track record of effectively leading, coaching, and supervising a high-performing team.
- Strong marketing, public relations, and fundraising experience with the ability to engage stakeholders and cultures.
- Strong written and verbal communication skills; a persuasive and passionate communicator and presenter with excellent interpersonal and multidisciplinary project skills.
- Capable of working with diverse populations, maintaining a professional demeanor, and exercising discretion when dealing with confidential information.
- Possess decision-making and problem-solving skills, and the ability to organize time, thoughts, and energy.

- Possess passion, idealism, integrity, positive attitude, mission-driven, and self-directed.
- Proficient working knowledge of Microsoft Office (Outlook, Word, Excel). Experience working with QuickBooks and Salesforce is desired.
- Valid California driving license and reliable insured transportation required.
- Ability to travel region-wide, with event responsibilities in the evenings and weekends as scheduled.
- DOJ fingerprint clearance is required.

Physical Requirements

This position requires the ability to do the following: stand, walk, sit, bend, and reach above and below shoulder level. Involves frequent repetitive motion (typing, filing, etc.). Frequent speaking, listening to clients, staff, and other professionals in meetings and on the phone. Occasional lifting, carrying, and loading/unloading materials used for home/office visits and events.

Required Education and Experience

This position requires a bachelor's degree or higher in a related field, including business administration, finance, communication, or marketing, with a preference for a master's degree. A minimum of 7 years of related experience in development or business with emphasis on donor cultivation and fundraising strategy development is required, and experience in a nonprofit is preferred. Proficiency with technology is necessary, as is excellent oral and written English language skills. Proficiency in the Spanish language is preferred.

Position Type: Development
September 2026