

JOB ANNOUNCEMENT

Development Director

GenerateHope | Serving Survivors of Sex Trafficking

GenerateHope is seeking a passionate, skilled, and mission-aligned **Development Director** to join our team. GenerateHope provides long-term, trauma-informed recovery programs to adult survivors of sex trafficking, offering safe housing, therapy, education, and supportive services. We are looking for a leader who is energized by relationship-building, fundraising strategy, and ensuring long-term organizational sustainability.

The Development Director will oversee all fundraising and development efforts, strengthen donor engagement, cultivate community partnerships, and build a robust development infrastructure. This is an exciting opportunity for someone who wants their work to make a meaningful, lasting impact in the lives of survivors.

If you are a collaborative leader with a heart for justice and a talent for mobilizing resources around a vital mission, we'd love to hear from you.

JOB DESCRIPTION

Position Title: Development Director

Employment Type: Full-Time, Exempt

Reports To: President & CEO

Location: Hybrid (San Diego, CA preferred)

Salary Range: \$100,000-\$120,000 Depending on Qualifications

Start Date: March 1, 2026 or "Open until filled"

POSITION SUMMARY

The Development Director is responsible for planning, implementing, and evaluating a comprehensive fundraising strategy that ensures GenerateHope's financial health and long-term sustainability. This includes oversight of individual giving, major gifts, grants, events, donor communications, and stewardship. The Development Director serves as a key ambassador of the mission, cultivating meaningful relationships with donors, foundations, churches, and community partners.

This role requires a strategic thinker, strong storyteller, and experienced fundraiser who is comfortable leading, innovating, and collaborating with staff, board members, and volunteer

PRIMARY RESPONSIBILITIES

1. Fundraising Strategy & Leadership

- Develop and execute a comprehensive annual fundraising plan aligned with organizational goals.
- Lead diversified revenue strategies: individual donors, major gifts, foundations, churches, corporate partnerships, and events.
- Establish benchmarks and track progress toward fundraising goals.
- Collaborate with the Executive Director and Board Development Committee to fuel growth and sustainability.

2. Donor Identification Cultivation & Stewardship

- Build and maintain strong relationships with individual donors and major gift prospects with 75-150 donors.
- Create and implement donor stewardship strategies that foster long-term engagement and retention.
- Prepare compelling donor materials, impact reports, and personalized communications.
- Conduct donor meetings, site visits, and targeted outreach.

3. Grants & Institutional Giving

- Oversee the full grant lifecycle: research, writing, submission, reporting, and relationship-building with funders.
- Maintain a grants calendar and ensure all deadlines and reporting requirements are met.
- Collaborate with program staff to gather data, outcomes, and narratives for proposals and reports.

4. Events & Fundraising Campaigns

- Lead planning and execution of annual fundraising events (e.g., gala, awareness events, church partnerships).
- Manage year-end giving, digital campaigns, peer-to-peer initiatives, and other revenue opportunities.
- Build systems for volunteer support of fundraising activities.

5. Communications & Marketing Integration

- Oversee donor communications strategy in collaboration with communications/marketing staff or consultants.
- Ensure messaging is trauma-informed, mission-centered, and aligned with brand values.
- Contribute to newsletters, social media campaigns, website updates, and impact stories.

6. Development Infrastructure Administration

- Manage donor database (e.g., Salesforce, Bloomerang, or other CRM).
- Ensure accurate gift processing, acknowledgements, and data integrity.
- Track analytics to measure donor engagement and campaign effectiveness.
- Create reports for board meetings and leadership updates.

7. Leadership & Collaboration

- Supervise development staff, volunteers, or contractors as the team grows.
 - Provide leadership in cross-department collaboration to align fundraising with program needs.
 - Serve as a mission ambassador in the community, representing GenerateHope with professionalism and compassion.
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REQUIRED QUALIFICATIONS

- Minimum 5 years of nonprofit fundraising experience.
 - Proven success in donor cultivation, major gifts, and revenue growth.
 - Strong grant writing and reporting skills.
 - Excellent written and verbal communication abilities, including the ability to tell compelling stories.
 - High emotional intelligence and trauma-informed communication skills.
 - Experience managing fundraising events and campaigns.
 - Ability to work independently, prioritize tasks, and meet deadlines.
 - Proficiency with donor databases and CRM systems.
 - Deep alignment with GenerateHope's mission and values.
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PREFERRED QUALIFICATIONS

- Experience in anti-trafficking, social services, or trauma-informed environments.
 - Experience supervising a development team.
 - Existing network within San Diego philanthropic or faith-based communities.
 - Experience building development systems or infrastructure in a growing nonprofit.
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WORK ENVIRONMENT & VALUES

GenerateHope is a faith-informed organization committed to providing dignified, trauma-responsive care to survivors. Staff members are expected to demonstrate compassion, integrity, professionalism, and a commitment to empowerment.

BENEFITS

- Medical insurance
- Paid time off and holidays
- Professional development opportunities
- Flexible hybrid work schedule
- Bonus Incentive plan based on goal achievement
- Meaningful work that changes lives

HOW TO APPLY

Please send your resume, and cover letter to: Annie Rodriguez, President & CEO
annie@generatehope.org

Subject line: *Development Director Application*

Applications will be reviewed on a rolling basis until the position is filled.