

Executive Search: Chief Development Officer (CDO)

Organization: Doors of Change (DOC)

Location: San Diego, CA (Hybrid, Remote, must live in San Diego area)

Compensation: \$125,000- \$160,000 Base + Performance Incentive Package

About Doors of Change:

Doors of Change (DOC) is an award winning 501(c)(3) organization that has been helping homeless youth ages 17-24 in San Diego for 25 years. We have placed over 3000 homeless youth in safe housing/shelter and helped over 23,000 youth get resources they need to improve their lives. DOC won the 2025 Nonprofit Leader Award from the San Diego Chamber of Commerce. This is the highest nonprofit award in San Diego.

In 2025 DOC expanded major partnerships with the San Diego Foundation, David C. Copley Foundation and Lucky Duck Foundation. Our annual Concert of Hope & VIP Party had over 1000 guests & netted over \$350,000.

Opportunity:

Chief Development Officer to act as the primary architect of our next \$2M+ growth phase

The Role:

We are looking for a heavy hitter with deep San Diego “Rolodex” who treats fundraising as a high stakes, high-reward discipline. Your primary mandate is to raise \$500,000 in annual new money through major gifts and corporate sponsorships for the Concert of Hope. The successful candidate will be a team player, attending meetings as needed.

Core Expectations:

Major Gift Mastery: Identify, cultivate, and close five-figure gifts from high-net-worth individuals and family foundations.

Strategic Growth: Develop and execute a multi-year development plan that achieves a 3x-4x ROI (3x for first year, 4x 2nd year) on your department’s cost.

Board Partnership: Work Directly with our Board of Directors to leverage their networks and prepare them for “asks.”

The Ideal Candidate:

Proven Track Record: You have managed a portfolio exceeding \$1M annually.

Local Influence: You possess established relationships within the San Diego philanthropic community (North County experience is a major plus).

Philosophy: Relationship-driven gifts to close.

Experience: 10+ years in senior development roles, preferably with experience in institutions of the caliber of the USS Midway, major private schools, or large-scale human service agencies.

Total Rewards:

Base Salary: Competitive \$125,000-\$160,000 range commensurate with your verifiable track record.

Performance Bonus: A structured incentive program based on organization goals that rewards excellence beyond the 4x revenue target.

Impact: The autonomy to build a development legacy at a highly respected, award-winning nonprofit.

To Apply: Submit your resume and a brief "Track Record Summary" highlighting your three most significant major gift /donation/sponsorship closures to Jeffrey Sitcov, Founder, at jeffrey@doorsofchange.org