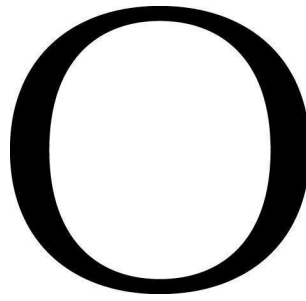




## Development Director – Full time Oceanside Museum of Art - Oceanside, CA

### ABOUT OMA:

OMA's mission is to bring people together to explore the art and stories of Southern California artists. Our exhibition program is dynamic and contemporary, surprising visitors with fresh and exciting visual experiences on every visit.

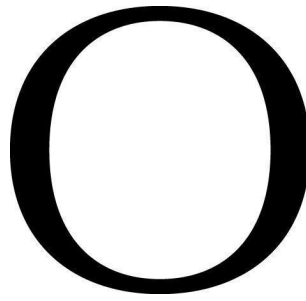
OMA holds a unique place in the cultural landscape of San Diego County celebrating the regional arts community by showcasing a diversity of artists from Los Angeles to the Baja Peninsula. We champion alternative definitions of culture and showcase the best talent in the region. This diversity of artistic practice attracts audiences of all ages, interests, and economic backgrounds, giving expression to our vision of a community transformed by art.

Community building is part of the museum's DNA. Through strong partnerships, OMA has developed award-winning arts-education programs that fill educational gaps to serve vulnerable youth in our community. OMA is committed to the idea that art is for everyone and makes the museum experience accessible by breaking down financial barriers and offering free admission to children and students, active military, and their immediate families. Over 60% of OMA visitors participate for free. Since its founding over 25 years ago, OMA continues to reflect Oceanside's identity—a little edgy, willing to take risks, entrepreneurial, and professional without a capital P—along with our core institutional values: spirited, innovative, original, engaging, and inclusive.

### POSITION SUMMARY:

Reporting to the Executive Director, this position will maintain a leadership role in a growing organization and will interact directly with board members, staff, donors, members, industry professionals, and strategic partners. This position oversees the Development and Membership team, including our Membership Manager and Interim Development Associate. We raise more than fifty percent of our operating budget through contributed income and receive approximately \$200K in annual grants. This is an extraordinary opportunity for the right individual to contribute to strategic decision making, support the museum expansion, and be hands-on with the organization's day-to-day fundraising needs.

The Development Director is responsible for developing and executing a comprehensive strategy that increases revenues from a diverse portfolio, including major donors, corporations, foundations, and government agencies. The position develops, implements, and monitors a comprehensive fundraising plan to expand philanthropic support of OMA – including identifying and strengthening relationships with community stakeholders, actively pursuing, and managing corporate and individual leads, fostering strong donor and sponsor stewardship, and supervision of a grant contractor. Additionally, this position oversees event planning and produces organization fundraising events, including but not limited to the annual Gala and Evening of Distinction.

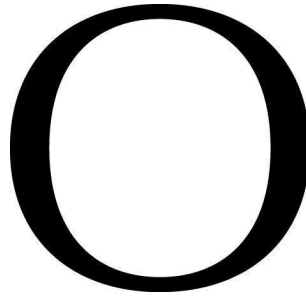


## DUTIES AND RESPONSIBILITIES:

- Design and implement a comprehensive Development Funding Plan (annually and long term) which strengthens and maintains the fiscal health of the organization and provides future financial resources for growth and expansion. Including but not limited to overseeing and executing individual giving campaigns, major giving, grant writing and management, corporate major giving, annual appeal development and management, third-party events, and internal events.
- Assume role as organizational ambassador in the community, developing strong relationships with community and business leaders, media contacts and other influential stakeholders to increase top of mind awareness for the organization.
- Act as primary point of contact for funding, donations, and fundraising inquiries.
- Manage and oversee the maintenance of a complete and accurate database record of donors and funding received that can be activated for donor segmentation executions through both fundraising and marketing strategies.
- Create funding targets. Establish tracking tools and monitors regularly with ongoing reports and updates to staff, board and other stakeholders as needed. This role owns the readouts of fundraising performance against established milestones.
- Support the marketing, events and communications with management, production, and oversight of fundraising and awareness events.
- Serve as a strong people leader who can develop and coach staff, cultivate a collaborative environment, set clear goals, and communicate transparently as to regular performance evaluation.
- Review all donor-related communication collateral and drive content of messaging in support of the communications and marketing.
- Design and produce annual giving campaigns, as well as auxiliary marketing, promotional, and outreach materials.
- Work collaboratively with leadership team members as needed to secure resources.
- Speak on behalf of the organization with stakeholders, community groups, and media outlets as needed.
- Oversee Humanitru/CRM implementation, upkeep, and data tracking.
- Deliver presentations on programs to various communities, corporate, and foundation groups as needed.
- Always represent the museum and its affiliates in a professional manner.
- Other duties as assigned.

## QUALIFICATIONS:

- Bachelor's degree and 6+ years in non-profit or academic fundraising at which 3 years must be at a director/leadership level.
- Outstanding written and verbal skills.



- Track record of success in front-line fundraising solicitation, stewardship, donor recognition, prospect research, grant proposal writing, gift administration, and development policies and procedures.
- Knowledge and use of Microsoft Office Suite, Google Suites, marketing and communications software, donor management software.
- CFRE (Certified Fundraising Executive Certification) preferred.

#### SKILLS AND KNOWLEDGE:

- Capacity and creativity to engage and inspire a diverse set of donors, stakeholders, funders, community leaders and volunteers.
- Customer service, communication, and recordkeeping experience required.
- Able to manage multiple projects while meeting deadlines.
- Strong organizational, time management, and project management skills required.
- Initiative and collaborative skills.
- Foster and promote business relationships and partnering within the communities served.
- Comfortable working with people from diverse backgrounds.
- Establish rapport and build relationships to promote the mission of Oceanside Museum of Art.
- Excellent public speaking skills required.

#### PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT:

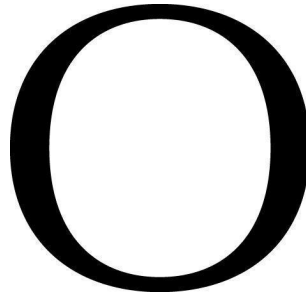
- Position may require standing for extended periods of time, walking, crawling, driving, and sitting.
- Position requires use of a keyboard involving repetitive hand movements, and the use of a telephone.
- Face-to-face communications that require accurate perception of speech, as well as speaking and hearing.
- Travel by vehicle required.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### JOB TYPE:

- Full-time salaried position, requires evenings and weekends.

#### BENEFITS INCLUDE:

- Salary Range \$93,600 - \$124,800 DOE,
- 10 paid vacation days per year, accrued from hire date plus,
- 10 paid holidays plus,
- TWO floating holidays plus,



- 10 paid sick days per year,
- 403(b) Retirement account, with 3% discretionary employer match after 12 months employment, including
- 100% individual health insurance coverage of medical, dental, and vision (employee pays the difference between individual and dual, or family), and
- Full suite of employee benefits and professional development,
- Free Patron level membership including NARM and ROAM plus,
- 25% discount at the museum store.

#### HOW TO APPLY:

- Please send resume and cover letter to [jobs@oma-online.org](mailto:jobs@oma-online.org)

*Oceanside Museum of Art (OMA) is an equal opportunity employer and considers all candidates for employment regardless of race, color, sex, age, national origin, creed, disability, marital status, sexual orientation, or political affiliation.*