



OCEANSIDE MUSEUM OF ART

**Director of Development**  
Oceanside Museum of Art, Oceanside, CA

## **ABOUT OMA**

Since 1997 Oceanside Museum of Art (OMA) has been a magnet for learning and a major driver of civic transformation that promotes equity and access along the cultural corridor between Los Angeles and the Baja California Peninsula. 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 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 youth in our community. We are committed to the idea that art is for everyone and makes the museum experience accessible by breaking down barriers so that more people in our community access the arts. Since it's founding over 26 years ago, OMA continues to reflect Oceanside's identity—a little edgy, willing to take risks, and professional without a capital P—along with our core institutional values: spirited, innovative, original, engaging, and inclusive.

For more information on Oceanside Museum of Art, visit [www.oma-online.org](http://www.oma-online.org).

## **JOB DESCRIPTION**

OMA is in a growth phase and we need an individual who has the energy and spirit to grow with us. We are looking for an inspired fundraising leader who is committed to creating a vision, and has the tactical experience to expand development operations at OMA. The position will require someone willing to dig in and grow a department from the ground up, including systems for cultivation and stewardship, and implementing reporting systems to inform leadership of the department's success and progress.

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 Individual and Annual Fund Manager, Membership Manager, and Development Associate. We are looking for an individual with great work ethic, has initiative, and shows commitment to staff development and mentorship.

After conducting a feasibility study in late 2023, we are currently launching a capital campaign to renovate and include the adjacent historic Fire Station 1 into OMA's campus. The Director of Development position will play a bifurcated role with both annual funds, and working with the Executive Director and Campaign Manager on the capital campaign. We raise more than fifty percent of our \$2.2M 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 pending capital campaign, and be hands-on with the organization's day-to-day fundraising needs. In this new role, you will have a chance to inform and execute fundraising strategies while authoring the operations of annual donor development, as we steward our constituents into lifelong supporters. If you are a business-minded individual who loves besting your own fundraising goals, and enjoys an upbeat collaborative, hard-working environment, this is the position for you.

Knowledge and interest in the arts with an ability to thrive in a forward-thinking, fast-paced environment is an absolute necessity. We love making the museum a better place to work every day, and we want you to join us!

**Job Type:** Full-time salaried position, requires evenings and weekends. Hybrid workplace.

**Benefits Include:**

- Salary range starts at \$95,000 to \$110,000 DOE
- 10 paid vacation days per year, accrued from hire date plus
- 10 paid holidays plus 2 floating holidays.
- 10 paid sick days per year
- 403(b) Retirement account with employer match up to 3%
- Full suite of employee benefits and professional development by Insperity, Inc.
- 100% individual health insurance coverage of medical, dental, and vision (employee pays the difference between individual and dual, or family)
- Free Patron level membership including NARM and ROAM plus a 25% discount at the museum store

**TYPICAL DUTIES AND RESPONSIBILITIES**

- Lead innovative high-level philanthropy efforts with an operating budget of \$2.2M appealing to new and existing prospects and donors in the areas of individual giving, foundation giving, corporate sponsorship, and government support
- Develop and implement a Development Plan that anticipates future growth and exceeds the annual contributed income goal of \$1.3M
- Identify and cultivate a diverse base of donors in accordance with our community engagement and Diversity Equity Accessibility and Inclusion goals.
- Ensure consistent messaging across all marketing and membership campaigns to increase major gifts, planned gifts, annual appeals, and membership
- Expand sponsor opportunities for exhibitions, programs, and education
- Communicate regularly with the executive director, board and staff on active campaigns and post-event reporting and accounting
- Conduct site visits and donor tours, fulfill special requests for donor stewardship and achievement of strategic objectives of the Development Plan
- Oversee grant program with contracted grant writer

- **MINIMUM QUALIFICATIONS**

- 7-10 years of successful fundraising experience for a non-profit
- Experience developing systems, directing operations and database management, and excellent at reporting progress toward goal
- Experience managing a team
- Experience managing a budget and tracking income
- Able to develop rapport with individuals and groups from diverse sectors, and moving donors up the gift levels
- Dynamic public speaker (presenting, facilitating, training, or recruiting)
- High-level computer skills with Microsoft Office, Google Drive
- Effectively uses CRM databases for donor management and can train others to manage tracking and prospecting. Direct experience with Altru/Humanitru is a plus. Conversion experience from one CRM to another a plus.

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.*