



## Director of Philanthropy

Do you love fundraising and the strategy behind it? Are you a mission-driven leader who thrives on building strong teams, designing smart systems, and delivering measurable results? Join Girl Scouts San Diego as our next Director of Philanthropy—and lead a team that powers life-changing opportunities for girls across our region.

At Girl Scouts San Diego, we know that when girls lead, the world gets better. As Director of Philanthropy, you'll lead a skilled and passionate team, oversee all giving programs, and ensure that our philanthropic efforts are coordinated, data-informed, and mission-aligned. From annual giving to digital campaigns, alumni engagement, major gifts and institutional partnerships, your leadership will drive the systems and culture needed to meet ambitious goals and deepen community impact.

### What You'll Do:

- Lead, coach, and mentor the Philanthropy Team to successfully meet or exceed the organization's goal of raising \$2M in 2026 with growth each year thereafter.
- Develop and implement a strategic philanthropy plan that outlines clear goals, objectives, and key performance indicators.
- Monitor and communicate the Philanthropy Team's progress toward team and individual goals throughout the year and adjust as needed.
- Lead, develop, and oversee the execution of fundraising efforts including annual giving, major gifts, planned giving, alumni engagement, digital fundraising, special events, and institutional giving from corporations, foundations, and government partners.
- Lead the build out of digital fundraising strategies across email, online donation platforms, social media, and other digital channels. Focus on increasing online revenue, alumni engagement, and acquiring new donors.
- Work in partnership with the Director of Marketing and Communications to build and oversee individual and fundraising communications strategies with targeted messaging to donor segments.
- Identify, engage, and cultivate relationships with potential donors, including individuals, foundations, and corporations.
- Build a culture of philanthropy across the organization that encourages staff and volunteers to be advocates for Girl Scouts and demonstrates the impact of philanthropy
- Conceptualize, produce, and evaluate messaging that speaks to each targeted donor segmentation.
- Develop and oversee systems to express appreciation to donors, ensuring their contributions are appropriately recognized in a timely manner.
- Establish and implement standard operating procedures and systems to ensure compliance with audit and database integrity and compliance.
- Manage a master calendar to reflect communication with donors, special events, and campaigns and ensure proper planning and timeline management for philanthropy activities and goals.
- Oversee the budget for philanthropic activities, allocate resources effectively, and track expenditures to ensure financial accountability.
- Develop and maintain in-depth knowledge of GSSD program offerings and the impact of our mission to inspire donors with clear, compelling, and inspiring messages and collateral.
- Utilize data analytics to measure the impact of philanthropic initiatives and provide regular reports to stakeholders.

- Stay informed about trends in philanthropy, fundraising techniques, and emerging technologies to enhance the effectiveness of the organization's fundraising efforts.

**What You'll Bring:**

- Bachelor's degree in a related field or equivalent experience or training.
- CFRE preferred.
- Proficient in Blackbaud Raiser's Edge NXT; knowledge of Asana and Canva a plus.
- At least 5 or more years of progressively responsible experience within fund development, with experience leading and coaching a team to reach or exceed goals.
- Proven track record of driving fundraising revenue through digital channels and alumni engagement.
- Strong written and oral communication skills with the ability to share the impact of the Girl Scout mission in a compelling way.
- Strong analytical skills, with the ability to interpret data and translate insights into actionable strategies.
- Deep understanding of fundraising trends and emerging fundraising technologies.
- Demonstrated initiative and personal qualities including integrity, curiosity, and a willingness to try new approaches.
- Highly motivated, self-initiating, and energetic.
- Valid driver's license, proof of insurance, and access to reliable transportation. Daily and/or occasional travel may be required.
- Belief in the mission and values of Girl Scouting; willingness to subscribe to the principles expressed in the Promise and Law and Girl Scouts San Diego's mission, vision, and values.

Girl Scouts San Diego is an equal opportunity employer and values diversity, equity, and inclusion.

This is a full-time exempt position and is part of the senior leadership team, reporting to our Chief Advancement Officer.

Please submit a cover letter and resume with your application directly to [bneff@sdgirlscouts.org](mailto:bneff@sdgirlscouts.org).

Hiring Salary range: \$95,000 - \$118,000/annually, DOE