

Director of Development

Location: San Diego, CA

Organization: Jewish Family Service of San Diego

Search Firm: Sterling Search, Inc.

About the Organization

Jewish Family Service of San Diego (JFS) is a people-centered, impact-driven organization working to create a stronger, healthier community where everyone can thrive.

Founded in 1918, today JFS is considered one of San Diego's most impactful nonprofit human services agencies, providing compassionate care and supportive services to more than 40,000 people every year.

JFS helps people of all ages, faiths, and backgrounds build more stable, secure, and connected lives. Its diverse network of staff, volunteers, supporters, and community partners are committed to the pursuit of one shared goal: helping individuals and families in our community move forward. JFS serves individuals across the greater San Diego community through a variety of programs and services, including food assistance; services for older adults; Jewish connections; mental health services; refugee and immigration services; and services for individuals and families experiencing homelessness.

With a century's worth of programs and services in the region, JFS has earned the trust and support of its donors and community at large as a leader in this space with the ability to pivot, when necessary, to meet the changing needs of their most vulnerable community members. It also recognizes that systemic change is a team effort and requires the attention and coordinated action of diverse organizations and people. That's why JFS actively creates broad community partnerships to identify, address, and advocate for collaborative and effective solutions to San Diego's most complex and pressing challenges.

CEO Dana Toppel, LCSW, MBA, is the visionary leader of JFS — a \$65 million agency with nearly 400 employees serving San Diego, Orange, and Riverside Counties. Widely recognized across the San Diego community, she has shaped an organization defined by both scale and soul.

What truly sets JFS apart is its all-hands, all-heart culture, an ethos Dana has championed and modeled. JFS understands the need to operate with a high level of innovation, urgency, and responsiveness to meet the evolving needs of the communities it serves. When a

government program shuts down on a Thursday, this team is able to mobilize and respond within days.

It's an organization that can pivot on a dime, rallying every department to meet emerging needs immediately. That agility isn't accidental — it's the product of a mission-driven workforce that understands the stakes and shows up for the community without hesitation.

Advancement/Development

In April 2024, JFS welcomed Tanya Hackel as its new Chief Advancement Officer. Tanya brought more than 20 years of increasing responsibility and accomplishments across fundraising and marketing, with a track record of elevating revenue, brand, and engagement strategies. At JFS she oversees the development, marketing, and volunteer engagement departments, with a team of 30 bringing cohesion, discipline, and strategic vision to the organization's advancement work.

What Makes Development Different at JFS

JFS has been part of the San Diego community for more than 100 years, and that legacy shapes everything about how development operates. This is not a transactional fundraising shop. It's a place where retention, growth, and deepened connection matter far more than cold calls or volume metrics. Success is measured by how you inspire donors, strengthen their relationship to the mission, and elevate their giving over time.

Development at JFS is rooted in immersion and authenticity. New team members are orientated by participating in the programs — they have the opportunity to deliver a meal through JFS's Food Mobile program, volunteer alongside staff, and experience the work firsthand. You learn to 'speak JFS' by being in the community with the people we serve, by raising your hand to help solve problems, and showing up for the mission in ways big and small. Staff pitch in during crises and step up when the community needs them.

At JFS, development is about putting in the energy every day toward something bigger than yourself. It's fueled by curiosity, purpose, and the collective vigor that keeps the mission moving forward. **This is a place where you don't just fundraise — you help repair the world.**

If you wish to be an integral part of social justice, have the skills for the role, and want to use your talents to create real, immediate impact in people's lives, JFS is where your work becomes part of something larger — urgent, meaningful, and deeply human.

Position Summary

The Director of Development serves as a key leader within the Development department at Jewish Family Service of San Diego. This role is focused on cultivating meaningful relationships with donors and prospects, with an emphasis on securing major and blended gifts. The Director is responsible for managing a portfolio of high-capacity individuals who are capable of making annual contributions of \$25,000 or more, while also playing a collaborative role in advancing the organization's overall fundraising strategy. This position works cross-functionally with colleagues in Development and Program leadership to align donor interests with organizational priorities.

Responsibilities of the Job:

- Proactively build and manage a portfolio of 120–150 major donors and prospects, serving as the primary relationship manager for each.
- Cultivate relationships through one-on-one engagement, strategic communication, and personalized stewardship strategies.
- Identify, qualify, and engage new prospects to grow the donor base and deepen support.
- Work collaboratively within the Development team and across relevant program areas to align donor interests with JFS initiatives and funding priorities.
- Maintain an in-depth understanding of JFS's strategic plan and current fundraising priorities to effectively communicate impact and opportunities for support.
- Craft and deliver a compelling case for support that connects donor values with JFS's mission and services. · Record all donor interactions, contact reports, and action steps in Raiser's Edge to ensure accurate and up-to-date records of engagement and activity.

Required Experience, Knowledge, and/or Skills:

- Minimum of 5–7 years of progressive experience in fundraising, with a strong track record of securing major gifts (\$25,000+).
- Demonstrated experience managing a robust donor portfolio and meeting or exceeding revenue goals.
- Deep understanding of donor lifecycle, cultivation strategies, and solicitation techniques, particularly for major and blended gifts.

- Exceptional interpersonal and communication skills with the ability to build trust and rapport with donors, prospects, and internal stakeholders.
- Strong collaboration skills; able to work across departments to develop integrated donor strategies.
- Working knowledge of planned giving principles is strongly preferred.
- Experience using donor management systems, preferably Raiser's Edge, to track and manage donor activity.
- Ability to prioritize multiple projects and deadlines while maintaining a donor-centered focus.
- Commitment to the mission, vision, and values of Jewish Family Service of San Diego.

Physical Demands of the Job (reasonable accommodations may be made, as appropriate)

Must be able to:

- Ability and willingness to travel within Southern California.
- Access to reliable transportation is required.
- At times work weekends/evenings to support organizational needs and/or events

The ideal candidate will be innately curious and energized by learning from others, thereby amplifying JFS's mission in an engaging and compelling manner while building lasting relationships with a variety of donors and community partners. The Director of Development must embrace the vision and values of JFS and invest themselves in its mission and goals.

Salary

This position offers an annual salary of **\$115,000 to \$135,000** plus comprehensive benefits, which include a 401k match, low cost health, dental and vision plans, generous vacation and sick time and 16 paid holidays.

Application Instructions

All applications and inquiries will be handled confidentially by Sterling Search, Inc.

To apply, please submit your resume through the link below or reach out to Katie directly using the contact details provide:

- **Apply Here:** <https://www.sterlingsearchinc.com/cs/jfs-dod>
- katie@sterlingsearchinc.com
- 760-305-3981

Direct all correspondence emails and telephone calls to Sterling Search, Inc.

Any resumes sent or telephone calls made to Jewish Family Service of San Diego will be redirected to Sterling Search, Inc.