

## POSITION ANNOUNCEMENT

# EXECUTIVE DIRECTOR

## WHAT WE DO

For nearly 50 years, San Diego Pride has been a beacon of hope and celebration. Born out of the desire to honor the courage and resilience of the 1969 Stonewall Rebellion, San Diego Pride organized the first Lesbian and Gay Parade in San Diego. What began as a humble program under The Center for Social Services, has blossomed into a powerful force for change and unity. As a founding member of regional, national, and international Pride associations, San Diego Pride has become a trusted industry leader that facilitates sector-wide collaboration.

Established as a nonprofit in 1994, San Diego Pride has continued to amplify the voices, skills, talents, and visions of our vibrant community, bringing together individuals from all walks of life, fostering pride, equality, and respect for all lesbian, gay, bisexual, and transgender communities locally, nationally, and globally. With a budget of \$5 million and a dedicated team of 19 staff, 200 leadership volunteers, and 3,000 front line volunteers, we proudly serve over 300,000 community members annually. Guided by our seven Pillars of Justice – disability justice, economic justice, environmental justice, gender justice, health justice, racial justice, and reproductive justice – we offer diverse, community-centered programs, training, advocacy, and events. San Diego Pride’s free year-round programming that includes 40 volunteer-led programs and events throughout the year including She Fest, Art of Pride exhibits, Vote with Pride outreach canvassing, LGBTQIA+ Survivors Task Force, Light Up the Cathedral through DevOUT, and our affinity groups such as the Latine Coalition, QAPIMEDA Coalition, and the Disability Coalition.

Although our year-round programming continues to expand, we are best known for our flagship event, the San Diego Pride Parade and Festival, which attracts over 250,000 attendees annually. The San Diego Pride Parade and Festival significantly boosts the local economy and is one of the largest 2-day civic events in the region. Revenue generated from this incredible celebration allows us to be the world's largest philanthropic Pride organization, distributing over \$3 million to support LGBTQIA+ organizations around the world since 1994.

## LEADERSHIP & CULTURE

San Diego Pride is one of the most established and recognizable organizations in the community, led by a board of community leaders from across the region, united by a passion for our work. Our dynamic team of staff and volunteers collaborate closely with our partner organizations under our shared vision of a world free of prejudice and bias. We strive to lead with our core values both within our organization and throughout our work in the community:

- **Diversity** – being inclusive, accepting, and respectful of the differences of people who share our values.
- **Respect** – valuing others by accepting individuality and demonstrating courtesy and mutual regard.
- **Honesty and Integrity** – communicating factual information and being true to our values.
- **Accountability** – being responsible for the effects and consequences of our words and actions.



## COMPENSATION & BENEFITS

- Salary – \$150,000 - \$160,000
- Medical, dental, and vision coverage – 100% employer-paid
- 403(b) plan
- PTO: 15 paid days off, 5 paid sick days, 15 paid holidays
- Cell phone reimbursement
- Professional development opportunities

## LOCATION

This is a hybrid role with an office located at 3620 30<sup>th</sup> Street, San Diego, CA 92104.

## POSITION SUMMARY

Reporting to the Board of Directors, the Executive Director (ED) will assume overall responsibility for the success of San Diego Pride. Managing a \$5 million dollar budget, the ED will champion the work of San Diego Pride by implementing creative and innovative strategies to enhance our programs, events, and strategic partnerships to diversify revenue and increase impact. Serving as a visionary leader, the ED will collaborate with a dynamic team of professional staff, volunteers, and board members, to build a strong and inclusive internal culture and ensure that business operations are strategic, effective, and efficient. The ED will be highly visible in the community, serving as the public spokesperson and advocate for our mission and goals.

### Priorities in the first year:

- Learn and understand San Diego Pride's history, evolution, and current operating environment.
- Build internal relationships, including a genuine understanding and appreciation for both the role and experience of each team member, including volunteers.
- Steward external relationships and explore innovative opportunities for strengthening partnerships.
- Manage San Diego Pride's growth and expansion; support and enhance organizational efficiency and operations.

## DUTIES & RESPONSIBILITIES

- Develop and maintain a positive work culture and work environment where staff, board members, volunteers, and community stakeholders are engaged, informed, and empowered to support our work and help advance our mission.
- Provide inspirational and visionary leadership, team building, and growth opportunities to the professional staff, while ensuring the effectiveness and efficiency of the organization's programs and activities.
- Enhance and support the board with effective governance practices, including board development efforts, recruitment, onboarding, fiduciary oversight, and continuous engagement; keep the board up to date on key developments affecting the organization and our stakeholders.
- Collaborate with the board to guide the organization through regular strategy and planning sessions.
- Regularly assess programmatic effectiveness and financial objectives.
- Ensure existing and potential new programs and events advance our mission, are financially sustainable, adequately staffed, and promote a culture of continuous improvement.

- Lead fund development efforts and participate in securing and stewarding donations.
- Plan and execute large-scale community events (e.g. parades, festivals, or equivalent-scale public events).
- Ensure adherence to the highest ethical standards, driving operational accountability and compliance with all relevant legal guidelines and best practices.
- Build and enhance loyal and long-term relationships with key donors, sponsors, community partners, school officials, elected officials, and public agencies to enhance and support our programs and activities.
- Leverage San Diego Pride's position as a sector leader to enhance and support our programs and activities and facilitate knowledge-sharing within the larger LGBTQ+ movement.
- Serve as a public advocate for San Diego Pride, promoting the organization through public events, public speaking, and social media.
- Be visible across all San Diego Pride programs and events, making frequent visits to talk with staff, volunteers, and community partners, and monitor program and event developments and quality standards.

## **BACKGROUND PROFILE**

- A passionate and visionary leader with a personal connection to San Diego Pride's mission, and deep understanding of the LGBTQIA+ social justice movement strategy.
- Demonstrated senior leadership and management experience, including strategy development, board engagement, change management, team collaboration, talent development, Human Resources, and problem-solving in organizational settings.
- Hands-on experience working with the LGBTQIA+ community, with a thorough knowledge of and commitment to LGBTQIA+ issues.
- A solid understanding of fiscal management with experience developing and managing budgets.
- Track record of success in fundraising, stewarding, and diversifying funding sources such as individual giving, events, grants, contracts, and other partnerships.
- Prior experience leading advocacy work, including relationship development with a wide range of constituents, including elected officials, government, and community leaders, including those who are members of historically excluded communities.
- A natural relationship builder with excellent verbal and written communication skills, including strong organizational, detail, and interpersonal skills; ability to establish and maintain effective working relationships with the board, employees, volunteers, and the public.
- Exceptionally high level of emotional intelligence, self-awareness, and personal integrity.

## **COVID-19 VACCINATION POLICY**

San Diego Pride requires all employees to be fully vaccinated, which includes all boosters.

## **FOR MORE INFORMATION OR TO APPLY, PLEASE CONTACT:**

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