

San Diego Food Bank
Director of Development
Full Time Direct Hire
Salary Target is ~125-140k+
Hybrid - San Diego, CA 92121 (Miramar), and local travel

Required:

- Strong professional development and/or fundraising experience in the non-profit space
- Fundraising principles and techniques, particularly for Individual Giving, Direct Mail, Planned Giving, and Special Events
- Donor cultivation, solicitation, and stewardship strategies
- Nonprofit financial management and budgeting practices
- Donor management databases and fundraising software (e.g., Blackbaud)
- Relevant laws, regulations, and ethical standards governing fundraising activities
- Team Management

Nice to Have:

- Major gifts (\$25k+)
- CFRE
- History of strong existing relationships within San Diego
- Experience working in Raiser's Edge RE-NXT
- Bachelor's or Master's Degree

Soft Skills:

- Lead, inspire, and motivate a team of fundraising professionals towards achieving fundraising goals
- Build and maintain strong relationships with donors, board members, volunteers, and community stakeholders
- Communicate effectively, both orally and in writing, to articulate the organization's mission and fundraising priorities
- Analyze data and metrics to assess fundraising performance and make data-driven decisions
- Manage multiple priorities and deadlines in a fast-paced, dynamic environment
- Exercise discretion, integrity, and confidentiality in handling sensitive donor information

Summary / Responsibilities:

The Director of Development is a pivotal and strategic leadership role responsible for orchestrating and executing fundraising initiatives to advance the organization's mission. Reporting to the Chief Advancement and Communications Officer (CACO), this position is responsible for overseeing all Individual Giving initiatives, Special Events, Direct Mail, Planned Giving and the Development Services teams, driving efforts towards securing philanthropic support for our programs and services. The Director of Development plays a central role in fostering donor relationships, expanding fundraising opportunities, and ensuring the sustainability and growth of the organization's financial resources. This is a highly collaborative role, partnering with senior leadership to strengthen and improve overall fundraising capacity and sustainability.

- Develop and implement comprehensive fundraising strategies to meet annual revenue goals and long-term objectives.

- Lead, mentor, and manage a team of development staff and Development Services staff, providing guidance and support to optimize their performance.
- Cultivate and steward relationships with major donors, foundations, and individual supporters to secure significant contributions.
- Collaborate with the CEO, CACO, and the Development team, to establish and execute fundraising campaigns, events, and initiatives.
- Oversee the planning and execution of direct mail programs, planned giving programs, donor cultivation events, special events, stewardship activities, and recognition programs.
- Utilize data analytics and donor management systems to track progress, evaluate fundraising efforts, and identify opportunities for improvement.
- Serve as a spokesperson for the organization, representing the organization at public events, community engagements, and donor meetings.
- Collaborate with other departments to integrate fundraising efforts with marketing, communications, and programmatic activities.
- Stay abreast of trends and best practices in fundraising, philanthropy, and nonprofit management to inform strategic decision-making.
- Other duties as assigned.

About San Diego Food Bank:

The Jacobs & Cushman San Diego Food Bank and our North County Food Bank chapter comprise the largest hunger-relief organization in San Diego County. Last year, the Food Bank distributed 44 million pounds of food, and the Food Bank serves, on average, 400,000 people per month in San Diego County.

Through our North County Food Bank chapter and by partnering with nearly 500 nonprofit partners with feeding programs, the Food Bank provides nutritious food to individuals and families in need in communities throughout San Diego County.

Benefits:

- Positive work environment with good work life balance
- Opportunity to make a positive impact
- Matched 403B
- Discretionary Bonus
- Medical, Dental, Vision, and FSA
- Vacation, Holidays, and Sick Time
- Life, AD&D, and Disability Insurance
- Employee Assistance Program

To Apply:

Foundation Recruiting is partnering with The San Diego Food Bank on this search. Please email your resume to Matt Haver at: mhaver@foundrec.com