



Philanthropy Officer, Major Gifts

Regular Full-Time | San Diego, CA, US

Salary Hiring Range: \$80,000 To \$99,000.00 Annually

[Click Here to Apply.](#)

Philanthropy Officer, Principal Gifts (PO, MG) | Office of Philanthropy

At Father Joe's Villages, philanthropy plays a vital role in sustaining programs that support individuals and families experiencing homelessness. The Office of Philanthropy builds meaningful partnerships with donors who are passionate about advancing our mission to end homelessness, one life at a time.

The Role

As our Philanthropy Officer, Major Gifts, you will manage and grow a portfolio of donors who have the capacity to give \$25,000 or more. This role focuses on building genuine relationships, understanding what matters to each donor, and connecting them to opportunities where they can make a meaningful impact.

You will partner across teams to align donor interests with organizational priorities and drive results. Success in this position requires consistent outreach, donor meetings, and follow-through to move relationships forward and secure significant gifts.

Key Responsibilities

- Manage a portfolio of approximately 125 major gift donors and prospects with the capacity to give \$25,000+
- Develop and execute individualized strategies to engage, solicit, and steward donors
- Build and maintain strong, trust-based relationships through consistent outreach and meaningful engagement
- Lead donors through the full lifecycle: identification, cultivation, solicitation, and stewardship
- Solicit and close major gifts, with accountability for achieving an annual portfolio revenue target (typically in the range of \$ 1.5 to \$ 2.5 M)
- Actively move donors toward giving decisions, including preparing and presenting gift opportunities and making direct asks
- Conduct donor meetings, calls, site visits, and tours to deepen engagement
- Partner with colleagues to create proposals, reports, and other donor communications
- Track donor activity, strategy, and progress in Raiser's Edge (or similar CRM)
- Monitor portfolio performance and adjust strategies to meet fundraising goals
- Participate in donor events and cultivation opportunities
- Travel locally for donor meetings and events as needed.

Desirable Candidate Profile

- Bachelor's degree in communications, business administration, nonprofit management, or a related field, or an equivalent combination of education and relevant experience.
- Minimum of five (5) years of increasingly responsible, professional experience in nonprofit fundraising, donor relations, or advancement roles.
- Proven success managing donor relationships and securing major gifts, ideally at the \$25,000+ level
- Experience developing and executing donor engagement or fundraising strategies
- This role requires regular driving between worksites and donor locations. A valid driver's license and the ability to meet organizational driving standards are required.



Key Competencies and Experience

- Strong communication skills – Writes clearly and persuasively, creates compelling proposals and donor materials, and engages effectively in conversations with diverse stakeholders.
- Builds trust and connects authentically – Develops meaningful relationships with donors, partners, and colleagues through integrity, empathy, and reliability.
- Nonprofit fundraising expertise– Knowledgeable in moves management, donor lifecycle strategies, and major gift fundraising. Plans and executes strategies that advance philanthropic goals.
- CRM proficiency– Experienced in donor databases (Raiser's Edge preferred), tracking engagement, and using data to inform strategy.
- Highly organized – Balances a portfolio of donors while managing events, proposals, and internal collaboration with clear timelines and follow-up.
- Analytical and strategic thinker – Uses donor information and engagement patterns to enhance retention, increase giving, and grow long-term relationships.
- Collaborative and professional – Works effectively across departments, contributes to team goals, and supports a positive, mission-driven culture.
- Mission-driven – Committed to Father Joe's Villages' work, showing compassion and respect for individuals experiencing homelessness, and representing the organization with integrity

Work Schedule

Full-time, Monday through Friday, with flexibility to meet donor or organizational needs. Occasional evening or weekend work may be required for events or meetings. The role includes local travel for donor visits, site tours, and event support as needed.

Compensation & Benefits

Pay for this position is based on experience, qualifications, and internal equity. The anticipated starting pay range is \$80,000 – \$99,000 annually.

Father Joe's Villages offers a comprehensive benefits package, including medical, dental, and vision coverage, retirement plan options, paid time off, and professional development opportunities. Employees also have access to wellness programs and employee assistance resources to support work-life balance, health, and overall well-being.

Why Join Father Joe's Villages

Be part of a mission-driven team committed to safety, wellness, and community for individuals and families experiencing homelessness. Collaborate with compassionate colleagues, grow professionally, and make a direct impact in crisis response and client support.

Conditions of Employment

Employment is contingent upon successful completion of applicable pre- and post-employment requirements, which may include background checks, health screenings, license or certification verification, and other role-related requirements following a conditional offer of employment.

Equal Employment Opportunity

Father Joe's Villages is an equal opportunity employer dedicated to building a diverse, inclusive workforce. All qualified applicants will receive consideration without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status, or any other characteristic protected by law.