



Philanthropy Officer, Principal Giving
Regular Full-Time | San Diego, CA, US
Salary Range:\$100,000.00 To \$120,000.00 Hourly
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Philanthropy Officer, Principal Gifts (PO, PG) | Office of Philanthropy

At Father Joe's Villages, philanthropy fuels hope, opportunity, and lasting change. The Office of Philanthropy builds meaningful partnerships with individuals, foundations, corporations, and community leaders to advance our mission to end homelessness, one life at a time. Through strategic fundraising and authentic relationship-building, our team connects donors with opportunities to create transformational impact across our programs and services.

The Role

As the Philanthropy Officer, Principal Gifts (PO, PG), you will lead high-level engagement with a select group of visionary donors and prospects capable of making transformational investments. You will manage a curated portfolio of principal gift relationships, guiding donors through every stage of the philanthropic journey—from discovery and cultivation to solicitation and stewardship. In this role, principal gifts are defined as contributions of \$500,000 or more. While collaboration with colleagues across the philanthropy team may support the broader donor pipeline, this position is primarily focused on advancing principal gift opportunities and deepening relationships with high-capacity donors. This position is ideal for a strategic, relationship-driven fundraiser who thrives in building trust, shaping compelling philanthropic opportunities, and securing transformational gifts that drive long-term impact.

Your Role in Advancing Transformational Giving

- Manage a portfolio of approximately 50–75 principal gift donors and prospects with the capacity and inclination to give \$500,000 or more.
- Develop and execute customized engagement and solicitation strategies to advance donors through the giving cycle.
- Build authentic, long-term relationships through meaningful, personalized interactions with donors and advisors.
- Secure principal gifts aligned with organizational priorities and strategic initiatives.
- Partner with program, communications, and stewardship teams to create compelling proposals, impact reports, and donor experiences.
- Track donor activity, revenue goals, and pipeline progress using moves management practices and donor systems.
- Collaborate with philanthropy colleagues to identify opportunities through events, planned giving, family foundations, and other strategies.
- Provide regular updates and insights on donor strategies and progress to philanthropy leadership and organizational stakeholders.

Desirable Candidate Profile

Minimum Qualifications

- Bachelor's degree or an equivalent combination of education and relevant professional experience.
- Minimum of five (5) or more years of experience in principal gifts, with demonstrated success securing gifts at the \$500,000+ level.
- Minimum of two (2) to three (3) years of experience in major gifts fundraising, including cultivation and solicitation of six-figure gifts.
- Proven track record of cultivating, soliciting, and closing major and principal gifts.
- Experience managing donor portfolios and executing strategic moves management plans.

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- Proficiency in Microsoft Office and donor relationship management (CRM) systems; experience with Raiser's Edge or similar platforms preferred.
- Exceptional written and verbal communication skills, with the ability to craft compelling proposals, reports, and donor communications.

Preferred Qualifications and Core Competencies

- Demonstrated success managing complex principal gift relationships and securing transformational gifts of \$500,000 or more.
- Deep understanding of principal gift strategies planned giving concepts, and philanthropic trends.
- Experience engaging high-net-worth individuals, family foundations, and philanthropic advisors.
- Strong strategic thinking, analytical, and project management skills, with the ability to manage long-term donor strategies and multiple priorities.
- Executive presence and exceptional relationship-building skills, with the ability to influence and collaborate with senior leaders, board members, and key stakeholders.
- Excellent written and verbal communication skills, including the ability to craft compelling proposals, reports, and donor narratives.
- High level of professionalism, emotional intelligence, and sound judgment when navigating complex donor dynamics.
- Ability to work effectively across departments in a collaborative, mission-driven environment.
- Experience using donor relationship management systems and project management tools such as Raiser's Edge, Asana, or similar platforms.
- Alignment with the mission, values, and culture of Father Joe's Villages.

Work Schedule

This is a full-time position, typically 40 hours per week, with flexibility to meet donor engagement and organizational needs. Evening or weekend activities may occasionally be required for donor meetings or events.

Compensation & Benefits

The expected starting salary range for this position is \$100,000 to \$120,000 annually. Placement within the range will be determined based on the successful candidate's qualifications, experience, and internal equity considerations.

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 and overall well-being.

Why Join Father Joe's Villages

Join a mission-driven organization rooted in Compassion, Respect, Empathy, Empowerment, and Dignity. Play a key role in shaping transformational philanthropy that directly supports individuals and families experiencing homelessness. Collaborate with a passionate, high-performing philanthropy team and contribute to meaningful, lasting community impact.

Conditions of Employment

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

Equal Employment Opportunity

Father Joe's Villages is an equal opportunity employer committed to building a diverse and 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.