



ABOUT THE COMPANY

Our Mission: Since 1981, the Orangewood Foundation has passionately advocated for young people facing foster care, homelessness, and trafficking. Our mission is to empower these individuals by supporting the futures they envision, providing dedicated one-on-one support to help them achieve their dreams and goals.

Our Programs & Services: We provide programs and services in four essential areas: Basic Needs & Support, Education, Life Skills & Employment, and Transitional Housing & Support.

Our Vision: A community where every young person thrives. This is our long-term goal for young people in Orange County. We embody this goal every time we talk to a young person, a volunteer, a community member, and to each other.

Our Commitment: Equal Opportunity Employer, Flexible Scheduling, Powerful Teamwork, Personal Fulfillment, Thriving Community, Professional Development, Mental & Physical Wellness, Competitive Compensation

Our Values: At Orangewood, recently ranked #27 in *Best Places to Work 2025*, we take pride in fostering a positive and supportive workplace culture. We ask all staff to uphold the following core values: **Trust, Respect, Empathy, Inclusion, and Advocacy**

JOB DESCRIPTION

Position Title:	Chief Development Officer
Employment Classification:	Full time, Salary; Exempt
Salary Range:	\$170,000 - \$200,000 a year
Reports to:	Chief Executive Officer, and is a subordinate Officer of the organization who ultimately reports to the Board of Directors
Department:	Development

Position Summary:

Directs the long-range strategy for all revenue-generating and brand-building verticals, including community engagement and PR. As an executive leader, plays a pivotal role in organizational governance, shaping the internal ethos and strategic direction necessary to scale the Foundation's philanthropic impact and public profile.

Major Areas of Responsibility:

- Champion aggressive, data-driven revenue strategies to catalyze the expansion of the organization's programmatic footprint; ensuring that fiscal growth directly translates into enhanced service delivery and institutional impact
- Personally manage a portfolio of major and transformational donors, successfully cultivating and deepening their support, engagement, and confidence in Orangewood Foundation
- Cultivate strategic partnerships with the Board of Directors and principal benefactors, aligning philanthropic intent with the Orangewood Foundation's mission to secure long-term institutional commitment. Create and lead an annual plan for the Development and Marketing departments, in support of Orangewood Foundation's overall strategic plan
- Identify, cultivate, and mobilize key stakeholders and community influencers in pursuit of partnerships and resources that benefit Orangewood Foundation
- In strategic partnership with the Chief Executive Officer, direct the identification and cultivation of prospective Board leadership, ensuring a pipeline of high-influence advocates to champion the Foundation's fundraising initiatives.
- Directs the integration of high-level organizational policy and cultural initiatives; collaborating across the executive suite to refine programmatic efficacy and foster an environment of philanthropic excellence.
- Actively promote brand awareness and visibility, including executive and senior leadership, to bolster Orangewood Foundation's value in Orange County and beyond.
- Serve as a catalyst for change and inspire action through ambassadorship and representation in the community
- Pursue innovative and emerging best practices for development, marketing, and community engagement to ensure Orangewood Foundation is ahead of industry trends
- Remain highly knowledgeable about environmental factors impacting philanthropy and proactively solve for industry-wide impacts
- Cultivate a culture of excellence by providing strategic mentorship and executive coaching to a high-performing development and marketing team; institutionalize rigorous goal-setting frameworks that align individual performance with the Foundation's long-term objectives
- Directs the formulation of multi-million-dollar revenue and expense frameworks; collaborates with executive leadership to align fundraising goals with operational capacities, ensuring fiscal accountability and departmental efficiency.

Knowledge, Skill, and Experience Requirements:

- Bachelor's Degree required
- Minimum twelve years of progressive experience as a successful fundraiser, including five years as a senior fundraising executive in large nonprofit organization with a multi-million-dollar fundraising revenue goal. Proven track record of strategic revenue growth and securing \$6-8M+ in annual funding through diversified donor portfolios, institutional funding, and high-impact campaigns.
- Experience with elected officials and relationship management of stakeholders is highly desirable.
- Deep experience with major gifts and success in personally closing high 5- and 6-figure gifts as well as experience with endowments and/or capital campaigns.

- Distinguished performance in strategically leveraging Board and volunteer capital to execute complex development initiatives; and provide the vision and toolsets necessary for leadership to effectively champion the Orangewood Foundation's mission within high-net-worth networks.
- Exhibits comprehensive mastery of development ecosystems, with a focus on optimizing moves management frameworks and data-driven donor stewardship. Expert at translating complex data evaluation into actionable strategies for sustainable revenue growth.
- Proven ability to lead high-impact marketing efforts related to constituent outreach, leveraging a sophisticated mix of digital media, brand storytelling, and data-driven direct mail solicitation to maximize donor acquisition and brand equity.
- Ability to think conceptually and strategically
- Professional fundraising certifications/training preferred
- Strong written and oral communication skills
- Work efficiently with the ability to effectively prioritize numerous concurrent projects and tasks and consistently meet deadlines
- Possess a valid CA driver's license and proof of auto insurance. Position requires DMV clearance.
- Pre-employment screenings include criminal background check, FBI/DOJ fingerprinting, TB test, drug screen, and previous employment verification.
- A Plum.io assessment is a required part of the application process, and your application will not be considered complete until the assessment is submitted. Visit this link to learn more: <https://www.plum.io/about>

Essential Qualities:

- Understanding of and passion for the Foundation's mission, vision, and values.
- Exemplifies organizational values of Respect, Trust, Empathy, Inclusion and Advocacy.
- Ability to work with a variety of constituents in a courteous and professional manner
- Approaches projects, activities and other job functions with flexibility and a positive attitude

Working Environment/Physical Requirements:

- Position may require use of personal vehicle. Physical requirements include standing, sitting, typing, bending and lifting up to approximately 15 lbs. (i.e. tables, chairs, food, water, etc.).
- Modification to work schedule may be made based on needs of the Foundation.

EMPLOYEE BENEFITS

Benefits:

- Medical – Blue Shield HMO & PPO + HRA
- Delta Dental
- Vision (EyeMed Network)
- FSA – Healthcare & Dependent Care
- Mental Health through Headspace (virtual & in person therapy included)

- EAP – through Umum & Headspace
- Life/Disability/Accident/Critical Illness
- Pet Insurance
- 403b with company match
- 457b deferred-compensation retirement savings plan
- Car Allowance
- Cell Phone Stipend

Time-off Benefits:

- 5 Sick Days per year
- Up to 3 Floating Holidays per year
- Year one - 15 Days of PTO accrued at 5 hours per pay period
- 13 Company Paid Holidays

Orangewood Foundation is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race (including hair texture and protective hair styles such as braids, locks, and twists), religious creed (including religious dress and grooming practices), color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding and/or related medical conditions), gender, gender identity (including individuals who are transgender and/or transitioning), gender expression, age, sexual orientation, reproductive health decision-making, military and veteran status, or any other protected group, in accordance with all applicable federal or State laws.

APPLY BELOW:

[ORANGEWOOD FOUNDATION](#)

