



INSPIRING
YOUTH

Position Title: Vice President of Development

Reports To: Chief Impact Officer

Type: Full Time, Exempt Monday-Friday occasional weekend/evening as needed

Compensation: \$100,000 - \$130,000 annually, commensurate with experience and qualifications

Organization Summary:

Junior Achievement of San Diego County (JA San Diego) empowers young people to own their economic success through Common Core-aligned K-12 programs focused on financial literacy, work readiness, and entrepreneurship. These programs enable students to make a connection between what they learn in school and how it can be applied in the real world—enhancing its relevance and increasing students’ awareness of the value of education, the importance of planning for the future, and the impact of their decisions. These early insights are essential building blocks for economic empowerment and self-sufficiency.

JA San Diego teammates are known for their passion for the JA mission to empower youth and drive to build a bright future for San Diego. JA San Diego offers a collaborative, innovative, and inclusive work environment.

Job Function:

The Vice President of Development at Junior Achievement San Diego (JA San Diego) leads fundraising efforts to steward and grow financial support across donor type, i.e. individual, corporate partners, foundations, and government. This role will build upon existing pipelines and build systems to identify new opportunities across activities. This leadership role is inherently collaborative, working closely with the Chief Impact Officer and CEO, and at the same time requires the incumbent to work autonomously and independently. From individuals to institutions, corporate to community, this position will be the internal and external lead to grow fundraising and revenue generation through grants, fee-based revenue, individual donations, and the stewardship across donor types.

With an existing – and growing – portfolio of more than \$2.5 million, this role will not start from “scratch” and will be expected to grow existing giving and the pipeline of new supporters.

Direct reports include Development Coordinator, with opportunity for growth and additional support commensurate with performance.

Essential Functions

- Proven track record of an ability to articulate, solicit, and follow-up on funding opportunities from individual, corporate, and institutional donors;
- Ability to secure new, and grow existing, gifts at \$10,000+, given an existing portfolio and leads;
- Represent Junior Achievement in the local community and participates in networking, outreach activities, and collaborations to advance the organization's fundraising efforts and mission.

- Responsible for executing fundraising strategies, including grant writing, donor cultivation, and event planning to secure financial support for Junior Achievement programs.
- Supports donor relationships by managing communications, recognizing contributions, and ensuring timely donor acknowledgments.
- Maintains accurate records of donor information, gifts, and interactions in the donor management system, ensuring data integrity and compliance with reporting requirements.
- Assists in planning and executing fundraising events, coordinating logistics, and supporting their success.
- Manages the grant-seeking process, including research, proposal development, submission, and reporting, to secure foundation, government, corporate, capital, and individual financial support.
- Collaborates with team members to create donor communications, promotional materials, and social media content that engages donors and the community.
- Research potential donors and funding opportunities to expand the donor base and diversify funding sources.
- Analyzes donor data and fundraising performance to make data-driven decisions, track progress, and identify areas for improvement.
- Collaborates with local businesses and organizations to explore partnership opportunities, sponsorships, and in-kind donations.
- Assists in engaging and recognizing volunteers contributing to fundraising efforts and events.
- Stay updated on best practices in fundraising and development, seeking opportunities for professional growth and networking within the field.

Qualifications:

- 4-6 years of leadership experience in fundraising, development, or related fields; CFRE, and/or relevant fundraising certificate holders encouraged to apply.
- Demonstrated knowledge of a broad-based fundraising techniques, including capital campaigns, major gift, and stewardship programs.
- A comprehensive understanding of donor engagement, stewardship, and the ability to build and maintain long-term donor relationships.
- Experience managing local/state/federal grants strongly preferred, specifically CDBG, DOL, and HHS.
- Exceptional strategic planning skills to develop and execute comprehensive fundraising strategies aligned with Junior Achievement's goals.
- Strong leadership and team management skills to oversee direct reports and provide guidance to achieve fundraising targets.
- Outstanding written and verbal communication skills to effectively convey Junior Achievement's mission and impact to donors, volunteers, and the community.
- Align with JA San Diego Values of **People, Progress over Perfection, and Positivity**.

Benefits:

- Medical (75% employer paid for staff and 50% for dependents), dental and vision (75% employer paid for

- staff and dependents), life (100% employer paid) and long-term disability insurance (employee paid)
- 401k plan with employer match
- PTO, Sick time, and paid time off for major holidays

To Apply:

Send cover letter and resume to: Linda O'Connell, loconnell@jasandiego.org

This position description is a general overview of the duties to be performed by the employee occupying this position. This document does not create an employment contract implied or otherwise, other than an "at-will" relationship.