



Senior Director of Development Summer Search Bay Area

At Summer Search, we believe in 'No Ceilings' and envision a world in which young people, regardless of circumstances, can chart their own destiny. In the United States, students from underserved communities – disproportionately BIPOC and first-generation – face systemic inequities in school, in the workforce, and in life. Nevertheless, these young people possess unique strengths, resilience, and limitless potential.

Since 1990, Summer Search has partnered with young people during their transition from adolescence into adulthood by connecting them to expansive opportunities, professional mentoring, and a community of support. Summer Searchers recognize their potential and build a toolkit to navigate and challenge systemic barriers, break new ground for their families and communities, and achieve economic equity and a life of purpose.

WHAT YOU'LL DO

Summer Search Bay Area is seeking a creative and strategic development leader to join our senior leadership team. Reporting to the National Managing Director of Development, and in close partnership with Summer Search Bay Area's Executive Director, this position will steward and grow our base of individual donors and board members to deepen our impact in the region and serve more young leaders of today and tomorrow. In addition, the Sr. Director of Development will manage a Donor Relations Manager and work closely with our centralized development functions to achieve fundraising & brand-building goals and ensure excellent development operations. Specifically, the Senior Director of Development will:

Design, implement, and lead fundraising strategies that drive growth and sustainability

- Oversee a strong development function to advance regional goals to 1) raise \$3.5M in FY26 and position the organization for year-over-year growth, 2) steward and increase support from existing supporters, and 3) identify and pursue new supporters that are aligned with Summer Search's values and mission.
- In close partnership with the Executive Director and the Bay Area development team, lead and/or guide strategies for individual donors (major gifts, mid-level donors, and annual) and institutional partnerships (foundation grants, corporate sponsorships, earned-income partnerships, and government grants), ensuring high levels of donor engagement, stewardship, and retention.
- Personally manage a portfolio comprised of board members & prospects and close-in major donors, leveraging staff and Board leadership to solicit and steward towards sustained and increasing investment.
- Play a highly visible role with the 25+ members of the Bay Area Board of Directors, working with the group to promote a culture of philanthropy and offering proactive support and guidance for

their development activities, including serving as the staff liaison to the Board's Development & Nominating Committee.

- Serve as the strategic lead for the Bay Area signature fundraising event and other development events, with contractor support for project management and event logistics.
- Oversee the smooth operations of the development department, inclusive of consistent processes for donor data and moves management, pipeline development, and data tracking and analysis against fundraising goals.
- Participate in a cohort of national and regional development peers to support key network-wide partnerships and leverage best practices across the Summer Search network.
- Represent Summer Search at key networking opportunities and community events with external stakeholders.

Serve as a senior leader, people manager, and champion for Summer Search's mission and values

- As a member of the Bay Area leadership team, contribute to guiding overall organizational strategic direction, decision-making, prioritization, and goals.
- Manage a Donor Relations Manager in support of achieving regional fundraising and brand-building goals.
- Cultivate a sustainable, people-centered, critically conscious team culture through personal reflection and work, development of values-driven systems and processes, and coaching and development of staff.
- Operate with an abundance of Summer Search's foundational competencies: social and emotional intelligence, critical consciousness, cultural humility, continuous learning, and accountability.
- Actively work to infuse anti-racism into day-to-day work, including participating in staff and board learning about racial equity, diversity, and inclusion. Ensure asset-based positioning of Summer Search participants, families, and communities in all donor-facing communication and interactions.

WHO YOU ARE

The Sr. Director of Development is a results- and mission-oriented team player who thrives in an authentic, feedback-driven culture and excels in an entrepreneurial setting. Strong candidates for the Sr. Director of Development will bring:

- **EXPERIENCE:** You bring at least eight years of professional experience in the nonprofit development field, with a successful history of advancing individual relationships toward increased support, ideally at the five- and six-figure level.
- **FUNDRAISING STRATEGIES:** You approach fundraising through an analytical and data-driven lens and are hands-on in translating strategy into tangible activities and goals.
- **RELATIONSHIP MANAGEMENT:** You partner with prospects and donors by building lasting relationships to support the organizational mission and meet fundraising goals.
- **PEOPLE MANAGEMENT:** You coach, guide and support members of your team towards achieving individual and collective goals. As a leader you embody practices to effectively hold space, facilitate professional growth, amplify strengths, and hold staff members accountable.

Your management style reflects your ability to be adaptive, responsive, and supportive of your team to show up as their authentic and full self.

- **DATA MANAGEMENT:** You are adept at the process of acquiring, validating, and managing accurate information within a shared system. You leverage databases to track donor data and organize information within the Development function.
- **CRITICAL CONCIIOUSNESS:** You understand the root causes of societal discrimination and injustices and are self-reflective about your own privilege and positional power. You apply critical thinking and act toward liberatory and inclusive practices.
- **TECHNOLOGY SKILLS:** Experience with Raiser's Edge or comparable fundraising database and all Microsoft Office functions required.

In addition, all Summer Search staff bring a commitment to our mission of unleashing students' potential through mentoring and transformative experiences, as well as the ability to thrive in an environment that values excellence, gratitude, well-being, diversity, authenticity, and collaboration.

OTHER REQUIREMENTS

- Demonstrated experience in major gifts and community-centric fundraising practices
- Must live and be able to work in the San Francisco Bay Area
- Prior experience in serving as a liaison to Board development activities preferred

LOCATION AND OTHER REQUIREMENTS

This is a hybrid role, with regular in-person work expectations. The Sr. DoD must be available for in-person donor meetings Monday through Friday as they are scheduled.

The Bay Area site currently has a once-a-month minimum in-office expectation with the intention of increasing in person connection in the coming months. In-office requirements are subject to change due to the needs of the site or position.

This hire must be able to be in-person for all staff meetings & events in the community, as well as serving as a consistent presence in the Oakland office and at team-building activities across the region. The Sr. DoD must be able to travel as needed to meetings & events across the entire region, as well to staff/attend events outside of normal work hours, as needed (typically no more than 5%).

SALARY AND BENEFITS

This is an exempt position with an annual salary from \$122,408 - \$135,500. Summer Search is committed to transparent, equitable compensation practices. Salaries are benchmarked using current market data and salary bands are created to demonstrate the growth potential within the band. Typically, offers are made at the starting place of the salary band. The Hiring Manager partners with the Talent Team to ensure offers are appropriate, competitive and maintain internal equity.

Well-being, flexibility, and ongoing learning and development are pillars of our culture. We value our staff and are committed to creating an environment where every individual feels seen, heard and valued. Investments in our staff include:

- Medical insurance with up to 90% employer contribution
- Dental, vision, FSA, life and disability insurance plans
- 401 (K) and Employer Match up to \$2,000 annually
- Generous time off including 15 vacation days, 10 sick days, and 18 holidays (2 floating holidays of your choice, a birthday day-off, 10 company-wide holidays, and a 1-week December closure). Plus, Re-Fresh Friday's - a paid half day off the first Friday of every month!
- A comprehensive Employee Recognition Program (years of service awards, spot awards, and professional development funding).
- A four-week paid sabbatical after five years of continuous employment.
- Individual, local, regional and national training
- A commitment to developing leaders from within the organization.
- An organizational culture that supports staff well-being and holistic self-care/community care
- Ample opportunities to connect with the students and communities we serve.

OUR COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION

With a staff that cares deeply about social justice and racial justice, we believe that diverse perspectives and backgrounds create a rich work environment and enhance our ability to pursue our mission. We are committed to building an organization with raised consciousness in order to impact how we work with students, as well as how we work together as a team. We hope you will join us as we continue to build a justice-centered organization that fosters a work environment where people from all backgrounds are welcomed and valued.

TO APPLY

Submit a resume and targeted cover letter addressed to our search partner Zocalo, kimberly@zocalo.cc, answering the question "Why are you interested in the Sr. Director of Development opportunity at Summer Search?" Please address the cover letter to Kristie Loftus, Managing Director of Development.

SUMMER SEARCH IS AN EQUAL OPPORTUNITY EMPLOYER.