

Development Director

Reports To: Founder/Director

Location: Hybrid

Status: Full-Time, Exempt

Position Summary

The Development Director leads all fundraising and development activities at Lions Tigers & Bears. This senior leadership role designs, implements, and manages strategies for individual giving, major gifts, corporate partnerships, foundation grants, campaigns, and events.

The Development Director partners closely with the Founder/Director and Board of Directors to build a strong culture of philanthropy, expand revenue streams, and secure the organization's long-term financial sustainability.

Exercises independent judgment and discretion in fundraising strategy, donor engagement, and organizational decision-making.

Key Responsibilities

Strategic Fundraising Leadership

- Develop and execute annual and multi-year development strategies aligned with organizational priorities.
- Set fundraising goals and revenue projections; track performance and report results to leadership and the Board.
- Plan and lead major fundraising campaigns and special initiatives.
- Serve as a strategic advisor to the Founder/Director on all fundraising matters.

Major Gifts & Donor Strategy

- Build, manage, and grow a portfolio of major gift prospects and donors.
- Cultivate, solicit, and steward high-level donors and sponsors.
- Create and implement long-term donor engagement, retention, and upgrade strategies.

- Deliver effective donor stewardship, recognition, and impact reporting.

Corporate, Foundation & Community Partnerships

- Lead corporate sponsorship and foundation giving strategies, including proposal development and submissions.
- Cultivate and manage strategic partnerships with corporations, foundations, and community leaders.
- Represent Lions Tigers & Bears at high-profile donor, community, and industry events.

Team Leadership & Development Infrastructure

- Supervise, mentor, and support fundraising staff, consultants, and volunteers.
- Manage donor data systems, reporting processes, and CRM integrity.
- Collaborate with communications and program teams to align fundraising efforts with organizational messaging and mission impact.
- Engage and support the Board in fundraising through training, strategy, and active participation.

Qualifications & Skills

Required

- Bachelor's degree or equivalent professional experience; advanced degree a plus.
- Typically 5–8+ years of progressive nonprofit fundraising experience.
- Demonstrate success securing major gifts and managing donor portfolios.
- Show proven leadership and team management experience.
- Apply strong strategic planning, analytical, and decision-making skills.

- Use fundraising best practices, donor stewardship strategies, and CRM systems effectively.
- Maintain a valid California driver's license and reliable transportation to attend off-site donor meetings, events, and organizational functions..

Core Competencies

- Communicate and build relationships at an executive level.
- Lead complex fundraising initiatives while managing competing priorities.
- Demonstrate professionalism, discretion, and confidentiality.
- Collaborate effectively while maintaining a hands-on, results-driven leadership style.

Physical Demands

- Regular verbal communication
- Ability to stand, walk, squat, and reach
- Frequent use of hands for handling materials and equipment
- Ability to occasionally lift up to 40 pounds
- Reasonable accommodations will be provided in accordance with applicable law.

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