

Girls, Inc. of Alameda County Chief Development Officer

The organization seeks a transformative major gifts professional and true team player to develop the strategy to diversify funding and systematically target donors with significant capacity, employ best practices to elevate systems and processes to create a robust fundraising engine, and further cultivate a culture of philanthropy organization-wide. Success will be measured by fundraising yields.

For more than 65 years, [Girls Inc. of Alameda County](#) (GIAC) has served the community as a local organization affiliated with the national Girls Inc. network. As one of the largest affiliates, GIAC responds to the unique needs of girls and their allies from historically under-resourced communities in the East Bay where there is less access to educational, social, and financial resources. Mentors, program leaders, staff, and volunteers work tirelessly to uplift and empower girls and young women, changing the trajectory of their lives with the skills, resources, and confidence required to thrive in today's world. GIAC challenges itself to remain on the cutting edge of innovation to meet the needs of girls as they grow and navigate the world they inhabit. Each day the organization strategically and practically works hard to meet its mission: *To inspire all girls to be strong, smart and bold.*

GIAC offers a wide range of age-appropriate academic, leadership, and wellness [programs](#): middle school and high school girls participate at the headquarters in Oakland and select sites across the East Bay while elementary aged students meet at various school sites in Oakland. In 24/25 GIAC served 1670 youth from transitional kindergarten through early career. As an organization that is helping to affect the trajectory of girls, it is highly focused on outcomes to demonstrate impact, particularly for programmatic and funding purposes. Some examples include:

- By the end of the 24/25 school year, 64% of K-5 students were reading at grade level, compared to only 21% at the start of the year. Additionally, 74% of Girls Inc. participants in grades 6-8 demonstrated increased skills in and understanding of STEM/STEAM in Alameda County.
- Since participating in Girls Inc. afterschool programs, 100% of the girls (grades 9-12) have a better understanding of their values and what's important to them, and are more comfortable sharing their opinions, ideas, and advocating for themselves.
- In the past 10 years, 100% of the girls in the *College Access Now (CAN!)* program have graduated from high school and have been accepted into post-secondary education.

GIAC is nationally recognized for being impactful and forward-thinking and has scaled several programs across the network. It's the rigor, analysis of outcomes, a push to innovate, and a passion for the work that makes GIAC successful in service to the girls they serve.

GIAC is led by a dynamic and well-respected CEO, has a committed staff of 100, and is governed by an active and engaged 25-person Board of Directors. Reporting to the CEO and as a member of the Executive and Senior Leadership Teams, the CDO will lead a current department of seven and will have the opportunity to hire a new Director of Major Gifts. The organization's operating budget is \$8.2M of which approximately \$4.6M comes from contributed revenue. The CDO will play a transformative role by increasing annual fundraising (to \$10M by 2030), building a pipeline of major donors, creating strong systems and processes, and developing and mentoring the Development Team. GIAC is planning to launch a \$10M campaign – likely in 2027 – to extend reach and impact, modernize the center, and innovate for the future.

THE POSITION

The Chief Development Officer will create a truly world-class fundraising operation, building on the strengths of a well-known organization and a cause that speaks to supporters across the Bay Area. The CDO will collaborate with the CEO and team to define a fundraising strategy, objectives, and messages, and will then provide overall direction and day-to-day management for all fundraising activities as well as carry a personal portfolio of major donor prospects. An overarching objective is to aggressively grow GIAC's donor base and contributed revenue through major gifts, annual fund, legacy giving, foundation grants, corporate philanthropy, and the annual signature event.

In the first six months, the CDO's immediate priorities are to:

- Immediately assess the current status of ongoing fundraising efforts and provide support for those efforts as needed; assume a hands-on leadership role in the identification, cultivation, and solicitation of major gifts, foundation, and corporate funders.
- Become familiar with GIAC's mission, history, programs, staff, consultants, resources, constituents, donors, prospective donors, brand, messaging, and core values; develop respectful and collaborative relationships with the CEO, Leadership Team, Development team, Board, and volunteers.
- Design and begin to execute a fund development plan in alignment with the organization's mission and strategic plan, considering multiple revenue sources.

On an ongoing basis:

LEADERSHIP AND MANAGEMENT

- Manage, inspire, and develop a creative, focused, and high-performing team; continue to foster an environment of transparency, collaboration, and good communication; review the current Development operating environment to ensure the team has the training, skills, and tools to do their best work; support the team to implement effective portfolio management, decision-making, and problem-solving strategies.
- Lead staff in the creation of annual work plans that guide the department's efforts to achieve its goals; monitor the team's progress against benchmarks, provide feedback and supervision, and adjust plans as needed.
- Promote an organization-wide culture of philanthropy and where new ideas are embraced; support the staff and Board in developing their skills and confidence for serving as ambassadors for GIAC; encourage cross-functional collaboration and cohesion.
- Support the CEO in cultivating and nurturing donor relationships and making strategic asks; prepare her for donor meetings.
- With the Chief Financial Officer ensure thorough and accurate financial reporting, compliance, and budget forecasting in all categories of fundraising.
- With the Chief Program Officer, fully understand programs and initiatives to proactively ensure there is sufficient funding.
- Participate in annual and long-range strategic planning; play an active role in shaping the organizational culture, employee experience, and stakeholder relationships.
- With the CEO and Board, help to attract new Board members; coach and support the Board members in their fundraising activities; provide staff leadership to the Board's Development Committee; work with Committee members to review and approve the annual Development budget and plan, including the goals and metrics for the Committee itself. Report on progress against plan at Board meetings.

FUNDRAISING / FUNDRAISING OPERATIONS

- Cultivate and solicit a personal portfolio of current and prospective major donors; orchestrate all solicitation efforts and provide support to the CEO and Board in their fundraising activities.
- Guide prospect research, portfolio management, targeted cultivation and solicitation, donor recognition and stewardship.
- Track fundraising progress and report to CEO and Board; develop and oversee necessary dashboards and protocols.
- Along with a campaign consultant, take the lead role in GIAC's development and execution of a \$10M campaign (currently slated for 2027), including case for support, budgets, portfolio management, proposal development, cultivation events, and ongoing reporting to senior leadership, campaign cabinet, and the Board.
- Ensure the CRM (Raiser's Edge NXT) is being used consistently and in line with best practices; provide oversight of internal systems to ensure funders are properly acknowledged, moves management processes are adhered to, appropriate data is collected, and all reporting requirements are met.

MARKETING, COMMUNICATIONS, AND EVENTS

- Design and execute a yearly communications and marketing plan that enhances the GIAC's brand, position, and reputation and has a consistent voice; oversee PR, media strategy, and calendar.
- Direct team in managing and producing print and electronic appeals and publications, direct mail, monthly giving, major gifts, and planned giving appeals; work with staff to review donor lists to ensure effective segmentation and coordination of mailing lists.
- Provide guidance to staff in the creation of content for print, social media, website, video and multimedia projects, annual report, e-news, event materials, and press releases.
- Represent GIAC at external events and speaking engagements, including networking events, panels and other community events.

EXPERIENCE & CHARACTERISTICS

Girls Inc. of Alameda County seeks an experienced fundraising strategist, accomplished front line major gifts fundraiser, and seasoned people manager to take contributed revenue to the next level. A track record of fundraising for service organizations would be an advantage.

This CDO should have a demonstrated understanding of equity and inclusion, the ability to engage and collaborate effectively with diverse stakeholders, and experience incorporating thoughtful and inclusive engagement in their work. They will be skilled at building relationships across differences and engaging donors from a wide range of backgrounds who can meaningfully support the mission.

While no candidate will possess every attribute, GIAC will consider candidates who have combinations of the following:

- Ten+ years of significant nonprofit fundraising experience with organizations that have a reputation for strategic thinking, operational excellence, and bold action; an understanding of process & moves management, donor segmentation, stewardship and donor recognition programs; a record of personal success in raising major gifts from individuals, businesses, foundations, or corporations.
- At least five years of experience managing and motivating teams and consultants; coordinating and supporting others' fundraising activities; and fostering teamwork in a multicultural environment.

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- Broad-based knowledge of various development activities including: direct solicitations, online/digital, campaigns, direct mail, proposal and grant development, planned giving, event planning and management, and leveraging fundraising databases and systems for donor segmentation, research, and volunteer management.
- A broad knowledge of marketing and communication strategies, social media, advertising, and public relations.
- Strong understanding of nonprofit operations, including financial statements and budgets.
- An effective communicator able to build enthusiasm for GIAC and its programs; exceptional verbal and written skills; adept at crafting proposals, solicitation letters, and donor correspondence that effectively convey program impact; comfort with public speaking, including during tours/site visits and external speaking engagements.
- A good listener and strategist; comfortable receiving input from many sources and able to analyze and formulate disparate information into a sound, well-organized plan.
- Intrepid yet tactful; determined yet respectful of other's concerns; someone with the flexibility and creativity needed to find alternative ways to reach funding objectives when barriers arise; a skilled negotiator who is open to other viewpoints.
- Tenacious and gritty; a "doer" with a high energy level and willingness to work hands-on in developing and executing a variety of development activities; someone who is committed to fostering a collaborative work environment.
- Experience with fundraising databases; Raiser's Edge NXT would be helpful.
Emotionally mature with a good sense of humor and the flexibility and sensitivity to work with diverse personalities and situations.

The compensation range for this position is \$150,000-\$190,000.

For more information, to express interest, or to nominate someone else, please contact:

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