



American Red Cross

Joining the American Red Cross is like nothing else – it's as much something you feel as something you do. You become a vital part of the world's largest humanitarian network. Joining a team of welcoming individuals who are exceptional yet unassuming. Diverse, yet uncompromising in unity. You grow your career within a movement that matters, where success is measured in people helped, communities made whole, and individuals equipped to never stop changing lives and situations for the better.

When you choose to be a force for good, you'll have mentors who empower your growth along a purposeful career path. You align your life's work with an ongoing mission that's bigger than all of us. As you care for others, you're cared for with competitive compensation and benefits. You join a community that respects who you are away from work as much as what you do while at work.

Where Your Career is a Force for Good!

The American Red Cross is seeking a **Chief Development Officer** to support the California Gold Country Region. This region supports 31 counties in Northern California. This is a hybrid position. Incumbents will spend several days a week in the office and the remainder of their time in the field or in a home office.

WHAT YOU NEED TO KNOW:

In this role, you will lead a team of professional fundraisers to strengthen and grow the region's donor base to meet its assigned financial target of more than \$10M. The Chief Development Officer will provide leadership to the staff and volunteers in planning, managing, and implementing fundraising development strategies for the assigned segment(s) of giving. They will also assist in cultivating donors and sponsors to meet monthly, quarterly, and annual revenue targets while maintaining their own portfolios. The Director is responsible for managing an assigned team, including hiring, training, coaching, evaluating, and managing performance. This role is not eligible for relocation assistance.

WHERE YOUR CAREER IS A FORCE GOOD:

- Manage a portfolio of high-level donors and prospects within the assigned segment to achieve the annual revenue target, including both renewable gifts and new incremental revenue.
- Develop and implement a plan for revenue growth from donors at the \$5,000+ level with an emphasis on maximizing revenue for the American Red Cross. The individual segment will collaborate with the Gift Planning team to strategically grow planned giving

revenue across major donor-managed accounts for individuals and families. The corporate and foundation segments' strategic growth plan could include (but are not limited to) engagement and growth of giving societies such as the Tiffany Circle, serving as a staff liaison to the Board's Philanthropy Committee and developing and implementing strategies for board giving and influence for the region, growing cause marketing and overall corporate revenue by assisting corporations in achieving their goals to strengthen their brand, marketing, and employee engagement, leading the region's special events program, or leading a strategy to identify, cultivate, and engage foundations to grow their support for the American Red Cross.

- Cultivate relationships and serve as primary staff liaison for major donors and conduct regular joint visits with relationship managers and donors when those relationships are managed by members of your team.
- Collaborate with national headquarters development team members to maximize fundraising opportunities and implement policies and procedures to ensure the success of the region's fundraising efforts.
- Oversee the implementation of organizational campaigns in the region.
- Serve as a senior leader in the Region and proactively drive the implementation of strategic decisions for the organization. Ensure that the Region meets all reporting requirements related to fundraising, including ensuring up-to-date donor records in Salesforce.
- Provide strong leadership, develop, and set individual and team performance goals and manage/drive change.
- Hire, manage, train, and evaluate staff and volunteers to ensure fundraising results and that all team members meet or exceed national/regional fundraising metrics.
- Lead and execute disaster relief fundraising efforts as appropriate.

WHAT YOU NEED TO SUCCEED:

Education: Bachelor's degree or equivalent experience required.

Experience: Minimum 7 years of sales/fundraising experience or equivalent combination of education and related experience required. Experience with increasing philanthropic revenue from diverse constituencies, developing and implementing broad-based fundraising programs, and knowledge of "best practices" in development.

Management Experience: 5 years of management experience.

Skills & Abilities: Ability to relate well and work effectively with multiple constituencies and audiences. Excellent interpersonal, verbal and written skills. Knowledge of office systems: MS Office preferred and fundraising database systems (e.g. Raiser's Edge, Salesforce.com). Ability to work on a team within a collaborative environment and ensure the highest customer service orientation.

Travel: Requires frequent travel within the Region. The amount will vary depending upon size and geography of region. Occasional travel within the Division may be required.

Drive: A current, valid driver's license and a good driving record are required.

Physical Requirements: Physical requirements are those present in normal office environment conditions. Operational flexibility is required to meet sudden and unpredictable needs. Ability to use a personal computer, applicable software, and office equipment for sustained periods of time. May include sitting for long periods of time, driving a vehicle, and working under challenging conditions.

WHAT WILL GIVE YOU THE COMPETITIVE EDGE:

Strong leadership/ coaching experience

Proven fundraising experience in Northern California

Effective relationship builder

SALARY INFORMATION:

The salary range for this position is \$129,000- \$142,000.

Note that the American Red Cross sets salary ranges aligned to a specific geographic location in which the work is performed. The stated salary range in this posting is an average. The specific salary information will be shared at the time of phone screening based upon your location and qualifications.

BENEFITS FOR YOU:

As a mission-based organization, we believe our team needs great support to do great work. Our comprehensive package includes:

- Medical, Dental, and Vision plans
- Health Spending Accounts & Flexible Spending Accounts
- PTO: Starting 15 days a year; based on type of job and tenure
- Holidays: 11 paid holidays comprised of six core holidays and five floating holidays
- 401K with up to 6% match
- Paid Family Leave Employee Assistance
- Disability and Insurance: Short + Long Term
- Service Awards and recognition

Apply today:

https://americanredcross.wd1.myworkdayjobs.com/American_Red_Cross_Careers/job/Sacramento-CA/Regional-Chief-Development-Officer_RC90119