



## **Job Title: Director of Individual Giving**

Reports To: VP of Philanthropy

Status: Full Time/Exempt

Location: Oakland, CA, must live in Northern CA and be able to easily travel to Oakland.

Salary: \$120K--\$140K

### **About the East Bay Community Foundation**

Founded in 1928, East Bay Community Foundation (EBCF) is one of the nation's first community foundations. Named the country's "boldest" community foundation in 2019 by Inside Philanthropy, EBCF is dedicated to employing innovative strategies to advance an inclusive, fair, and just East Bay through four core program strategies.

- Arts and Culture for Social and Racial Justice
- Capacity Building with a Racial Equity Lens
- Community Organizing, Power Building, and Movement Building
- Fostering Inclusive Economic Models

As a community foundation, our donors are a critical partner in addressing the racial and economic inequities in the region. We take the time to understand what's important to donors, provide opportunities to align their giving to the priority areas of the foundation, and work in collaboration with our programmatic team that has a thorough understanding of the social and economic challenges in the East Bay and has deep relationships with the nonprofits and policymakers that are most effectively tackling those challenges.

With a strategic regional focus on Alameda and Contra Costa counties, EBCF works towards its framework of "A Just East Bay," which includes grantmaking, impact investing strategies, and a new way of taking steps to build solidarity among donors and community. We commit to employing all of our resources in service to our mission and push beyond industry norms to offer uniquely impactful opportunities for our fund advisors to help build economic equity for all. As a result, EBCF allows fund advisors to make impact investments from their Donor-Advised Funds (DAFs) and grants as a part of their overall giving strategy.

Approaching 100 years of service in the East Bay, join EBCF in eliminating structural barriers, advancing racial equity, and transforming political, social, and economic outcomes for all who call the East Bay home for generations to come.

For more information, please visit: [ebcf.org](http://ebcf.org)

### **About the Opportunity**

The Director of Individual Giving is responsible for creating and executing fundraising strategies for East Bay Community Foundation's annual Campaign for a Just East Bay (CAMP). This position is tasked with growing CAMP from \$2.5M to \$5.5M annually over a period of three years. This position will solicit an existing donor pool and identify and solicit new prospective donors to achieve this 120% growth.

## Essential Duties & Responsibilities

- Develop and execute an annual campaign strategy, in close partnership with the VP of philanthropy, to increase revenue from \$2.5 million to \$5.5 million annually in the next three years.
- Organize and implement annual stewardship and donor engagement plan, including opportunities for events and communication material.
- Supports the Vice President of Philanthropy to engage the Foundation's Board in annual fundraising efforts.
- Partners with the Marketing and Communications team to develop and execute marketing strategies to raise the fund's visibility and draw donors closer to the foundation's work, including a case for support, solicitation materials, and ongoing communications.
- Identify, cultivate, solicit, and provide stewardship for fund advisors and prospects, encouraging their giving to EBCF.
- Produces timely reports to inform campaign strategy decisions- including analyzing fundraising metrics and data to identify growth opportunities.
- Manages a portfolio of 120 major gift donors and donors without DAFs.
- Project manage staff support of prospect research, database entry and reporting, and donor engagement.
- Collaborates with the Director of Philanthropy to integrate individual and annual gift planning in the Senior Philanthropic stewardship strategies.
- As this work grows, the Director of Individual Giving will manage an Annual Gifts Officer and a Major Gifts Officer.
- Partners with the Community Investment & Partnership team to gather information about initiatives and program efforts that may be of interest to donors.
- Project manage staff who will support activities of the Campaign for a Just East Bay fundraising efforts, including prospect research, database entry, and reporting, and support with donor engagement.

## Skills, Knowledge & Experience

- 7+ years of related experience and proven track record in annual giving strategy and solicitations.
- 3 years of people management experience required.
- CFRE certification preferred.
- Bachelor's degree preferred or equivalent and relevant experience.
- Track record with soliciting +6 figure gifts.
- Experience and commitment to a diverse team's successful development, management, and mentorship.
- Strong analytical, solicitation, and communication skills.
- Excellent written and verbal communication skills and attention to detail.
- Superior MS Office Suite skills (specifically advanced pivot features in Excel).
- Experience with database and CRM platforms and project management tools, ideally for a philanthropic institution or nonprofit, such as FIMS, Blackbaud, Raiser's Edge NXT, Salesforce,

Granthub, and Give Interactive.

- Experience with using AI research tools such as ChatGPT, ClaudeAI, and Bard.
- A commitment to social justice and a high level of cultural competence.
- Strong relationship-building and interpersonal skills with diverse stakeholders.
- Solid teamwork and collaboration skills.

### **The successful candidate in this role will embody:**

- An openness, fluency, and comfort in talking about oppressions such as racism, sexism, and classism, and an understanding of how their own experiences and background relate.
- A knowledge of and relationships in the East Bay, particularly around philanthropy and its social justice landscape, including community foundations, private foundations, and nonprofit agencies.
- A positive attitude, a growth mindset, a sense of humor, low ego, and high output.
- A high degree of initiative, flexibility, and the ability to thrive in a fast-paced environment.

## **Racial Equity Competencies**

### Understanding and Applying Racial Equity

Demonstrate commitment to building or deepening the understanding of racial equity:

- Using core terms and concepts such as structural racism, white privilege, and anti-Blackness;
- The role that racial inequity has played and continues to play in our society;
- How race impacts supervisory relationships, team dynamics, and organizational culture;
- How personal/implicit/unconscious bias affect decision-making;

### Working for Racial Equity

- Consistently assess structural implications and racially disproportionate impacts of policies, activities, and decisions within the context of their job responsibilities; race/ethnicity, intersection of race/ethnicity, gender, identity, and/or sexual orientation;
- Consistently adhere to organization's racial equity policies and procedures, including those that relate to hiring, retention, and promotion;
- Consistently identify and disrupt ways in which bias plays out in work and/or team;

### Leading on Racial Equity

- Effectively encourage people to have honest conversations about racial equity, and accept feedback openly, non-defensively, and from a posture of learning.
- Consistently address structural implications and racially disproportionate impacts of policies, activities, and decisions by identifying and implementing changes that can produce more equitable outcomes. This applies not only in terms of race/ethnicity, but also at the intersection of race/ethnicity, gender identity, and/or sexual orientation.



- Consistently set racial equity outcomes, goals, and performance measures for team, department, or organization, and develop and successfully implement plans to achieve them.

## **BENEFITS**

EBCF offers a comprehensive benefits package including medical, dental, and vision insurance, a 401k retirement savings plan with a 5% employee match, group term life insurance, disability insurance, 15 days of paid time off in year one, 20 days in year two and thereafter, sick leave, and 17 paid holidays per year. Plus, Health Care and Dependent Care Flexible Spending Account, an Employee Assistance Program, an annual professional development budget, commuter benefits, and a matching gifts program.

## **Location and Schedule**

This full-time position, in a hybrid environment, will require working onsite (200 Frank H. Ogawa, Oakland) for a minimum of three days per week, depending on job duties and agency requirements. It may also include occasional local travel to and from partner organizations, businesses, and donors. Depending on the events schedule, it may occasionally require working evenings or weekends.

**COVID-19 Vaccination:** All employees are required to adhere to EBCF's COVID-19 policies.

## **About the Application Process**

To apply, please email a combined PDF or Microsoft Word File of a cover letter and resume to [jobs@eastbaycf.org](mailto:jobs@eastbaycf.org) Please use the subject line: **EBCF Director of Individual Giving**. Applications will be reviewed as they are received.

---

*The East Bay Community Foundation (EBCF) is an equal-opportunity employer committed to racial justice and equity. EBCF does not discriminate in employment opportunities or practices on the basis of race, ethnicity, religion, national origin, age, sex, sexual orientation, marital status, disability, or any other characteristic protected by law and is an employment-at-will organization. The Foundation welcomes and encourages people of color, women, LGBTQIA+ people, and members of other historically disenfranchised groups to apply.*

*Research has shown that women and people from marginalized groups may not apply for a role if they aren't a 100% match. Please don't hold back. If you think you will excel in this role, but perhaps you don't tick every box, we'd appreciate the opportunity to consider your application.*