



Position: VP of Development

Organization: Junior Achievement of Northern California **Location:** Bay Area, CA (Hybrid / Highly Community-Facing) **Reports To:** CEO/President **Base Salary Range:** \$140,000 - \$160,000 (Commensurate with executive experience and proven revenue history)

About JA NorCal

At Junior Achievement of Northern California, our purpose is to inspire and prepare young people to succeed in a global economy. We are actively building the future of Northern California's workforce through experiential learning, AI skilling, and financial literacy.

Our culture is deeply collaborative, ambitious, and action-oriented. We move thoughtfully and efficiently, balancing big-picture vision with practical execution. We believe our greatest impact happens through strong community relationships and a shared commitment to serving students and partners.

Position Overview

Junior Achievement of Northern California is at a critical inflection point of expansion. As we build our 13,000 sq. ft. JA Launchpad in Fremont, navigate the AB2927 state mandate, and deepen our impact, we are seeking a visionary and results-oriented fundraising leader who thrives in a dynamic environment and can help fuel our growth.

The VP of Development is an executive role designed to scale our annual revenue from \$3M to \$5M+ in the next three years. Serving as the CEO's strategic partner and a key external representative of JA NorCal, the VP of Development will bring strategic vision, operational discipline, and a data-informed approach to fundraising. This leader will guide capital campaign efforts, strengthen donor engagement and stewardship, oversee signature fundraising events, and secure transformational support from institutional, corporate, government, and individual funders.

If you are someone who understands the intersection of corporate ROI and philanthropic impact—and you thrive on being out in the community building partnerships and closing deals—this is your opportunity to build the financial engine for the future of our workforce.

Key Responsibilities

1. Front-Line Revenue Generation & Executive Closing

- Serve as the lead external fundraiser for JA NorCal, actively identifying, cultivating, and closing five- and six-figure gifts to achieve a \$5M+ annual revenue target within the next three years.
- Take direct ownership of the JA Launchpad Capital Campaign, successfully securing the remaining funding and actively driving the financial timeline for our grand opening.

- **Government Funding Strategy:** Help create a strategy to identify, navigate, and secure lucrative local, state, and federal government grants that align with our workforce development mission and programmatic expansion.
- Act as a compelling, forward-facing spokesperson for the organization at major events, corporate pitches, and community forums.

2. Event Strategy & Sponsorship Management

- **Executive Event Oversight:** Direct the strategic vision and execution of JA NorCal's major fundraising and cultivation events (including the annual Golf for Good tournament), transforming them into high-ROI, brand-elevating experiences.
- **Corporate Sponsorships:** Lead the strategic packaging, pitching, and fulfillment of high-level event and program sponsorships, ensuring corporate partners receive exceptional visibility, engagement, and ROI.
- Ensure all events serve as strategic touchpoints integrated into the broader capital campaign to accelerate pipeline velocity.

3. Executive Department Leadership & Mentorship

- Oversee, mentor, and manage the Development team, strengthening an already collaborative and results-oriented approach to fundraising and donor engagement.
- Partner with program and leadership teams to strengthen impact measurement, storytelling, and donor stewardship efforts, ensuring funders receive compelling evidence of outcomes alongside meaningful engagement and follow-up. Act as the strategic buffer and "closer" for the Development staff, stepping into major pitch meetings to articulate the business case for investment.

4. Financial Acumen & Pipeline Rigor

- Oversee fundraising forecasting and pipeline management, providing leadership and the Board with accurate, timely insights into revenue projections, funding opportunities, and fundraising performance.
- Partner with program and leadership teams to develop compelling impact narratives that demonstrate the value and outcomes of JA NorCal's programs to key funders and partners.
- Partner with Finance and Operations to ensure fundraising strategies are aligned with organizational priorities, resource needs, and long-term sustainability.

5. Executive Strategy & Board Partnership

- Serve on the JA NorCal Executive Leadership Team, partnering closely with the CEO to set the long-term strategic and financial vision for the organization.
- Engage and activate the Board of Directors in the fundraising process, giving them the tools, confidence, and specific targets they need to leverage their networks effectively.

Qualifications

- 5+ years of senior leadership experience in corporate social responsibility (CSR), corporate finance, wealth management, or high-level nonprofit development.
- A proven, quantifiable track record of closing major gifts and/or corporate sponsorships (\$250k+) and scaling organizational/departamental revenue.
- Event Leadership: Experience providing executive oversight for large-scale, high-revenue fundraising events and securing major corporate sponsorships.
- Demonstrated ability to use data, financial insights, and program outcomes to develop compelling funding strategies and donor partnerships.
- A relationship-oriented leader who enjoys building partnerships, engaging with donors and community stakeholders, and serving as a visible ambassador for JA NorCal.
- An empathetic and accountable leader with experience managing and developing high-performing teams.

Compensation and Benefits

Paid Time Off

- Accrual of 120 hours (3 weeks) of vacation per year

Holidays and Leave

- 12 paid holidays annually
- Up to 5 paid sick days per year
- 2 personal days per year
- Week of Thanksgiving off
- Week of Dec 25-Jan 1 off
- Half-day Fridays in July and August

Health and Insurance Benefits

- Medical, dental, and vision insurance available through Blue Shield or Kaiser
- Some plans are 100% employer-paid

Retirement

- 401(k) plan with 3% employer contribution

Bonuses

- Performance-based bonuses may be available, subject to year-end surplus

Diversity Statement

At Junior Achievement of Northern California, we are dedicated to fostering a diverse, inclusive, and equitable workplace. We believe that diversity in all forms strengthens our organization, drives innovation, and enhances our capacity to deliver impactful programs to the communities we serve. We actively seek to recruit, develop, and retain a talented and diverse workforce that reflects the diversity of our students, educators, and volunteers. Applicants from all backgrounds, identities, and experiences are encouraged to apply, including those who may not meet every qualification but have a strong passion for our mission and a willingness to learn and grow.

Application Instructions

To apply, please send your resume and cover letter to Eliana Thomas ethomas@janorcal.org with “VP of Development” in the subject line.