



Senior Director of Philanthropy

Location: San Diego or Orange County, CA - largely virtual plus some in-person meetings and events across both regions

Reports to: CEO

Supervises: Philanthropy Manager

Salary Range: \$135,000 - \$170,000

About CAC

Climate Action Campaign (CAC) is a bold, people-powered nonprofit advancing clean air, affordable energy, and vibrant, healthy communities. We believe transformative laws, policies, and programs are won through the energy, courage, and voice of everyday people. Building on our history of landmark victories in San Diego, Orange County, *and across California*, CAC recently helped pass historic legislation to reform the utility business model and lower energy rates for families. Now more than ever, we're poised to scale our impact, and philanthropy is central to that growth.

Position Summary

We're seeking a proven fundraising leader to drive transformational philanthropy at Climate Action Campaign (CAC). When we talk about transformational philanthropy, we mean raising the resources, partnerships, and innovation needed to move beyond maintaining the status quo toward reshaping systems for the good of all. Reporting to the CEO and overseeing the Philanthropy Manager, the Senior Director of Philanthropy will define the vision, shape strategy, and secure the major investments that power CAC's bold fight for policies protecting our communities and climate.

This role is for a highly-experienced, creative fundraiser who thrives on relationship building, closing significant gifts, and cultivating a strong culture of fundraising. You will have the autonomy and authority to design and implement a comprehensive fundraising strategy, from major donors and institutional partners to corporate sponsorships, campaigns, and events, working closely with the CEO, the board, and staff to exceed our nearly \$2 million annual fundraising goal.

Because much of this revenue must be raised each year, this is both a demanding and an exciting opportunity: you'll be building sustainable, long-term relationships, expanding our base of committed supporters, and helping CAC grow its impact year by year.

For the right candidate, this is your chance to shape the future of one of Southern California's most dynamic advocacy organizations, driving equity, affordability, and community resilience, while leading in a role with real influence and significant reward.

What You'll Do

- **Lead Philanthropy Strategy:** Design and execute a comprehensive fundraising plan that grows and diversifies CAC's revenue.
- **Major Donor Development:** Build and steward strong relationships with major donors and prospects, securing transformational investments in CAC's mission.
- **Institutional Partnerships:** Cultivate and sustain foundation, government, and corporate partners, winning multi-year, six- and seven-figure commitments.
- **Campaigns & Events:** Drive successful fundraising campaigns and events that inspire, engage, and expand our community of donors and partners.
- **Donor Communications:** Partner with communications staff to craft compelling stories, campaigns, and digital engagement strategies.
- **Board Engagement:** Mentor board members in their philanthropic roles, support recruitment and training, and strengthen their capacity to fundraise.
- **Team Leadership:** Supervise and grow the Philanthropy Manager, and foster a collaborative, enthusiastic culture of philanthropy across the organization.
- **Community Presence:** Represent CAC at events and in community spaces, positioning the organization as a leading voice for climate justice.

Who You Are

We're looking for a bold, creative, and driven fundraising leader who is ready to make their mark.

- **Proven Fundraiser:** 15+ years of nonprofit fundraising success, with a preference for candidates who have significantly grown major donor programs or overall organizational revenue.
- **Major Donor Strategist:** Skilled at identifying, cultivating, and closing six- and seven-figure gifts from individuals, foundations, and corporations.
- **Dynamic Communicator:** Exceptional at listening, storytelling, and connecting with a wide range of stakeholders, from grassroots supporters to high-net-worth donors.
- **Strategic Leader:** Experienced in supervising staff, engaging boards, and fostering cross-departmental collaboration.
- **Digitally Fluent:** Comfortable leveraging emerging digital tools (e.g. AI, CRM systems) to drive innovation in fundraising.

- **Understands the Bigger Picture:** Keeps a strong and growing grasp of the political and climate landscape, staying informed about current events and how they shape the intersections of policy, advocacy, and philanthropy, and can speak with confidence and context in these spaces.
- **Equity-Centered:** Deeply committed to building a more fair and affordable future, with a strong understanding that the communities that have suffered the most from environmental racism and disinvestment have contributed the least to the climate crisis and must be the first to receive the benefits from these policies.
- **Passionate Visionary:** Motivated by urgency, hope, and the opportunity to make a lasting difference in advancing climate justice.

We value candidates whose lived experience aligns with our mission. Sometimes that matters more than credentials. If you bring insight, passion, and transferable strengths, you're encouraged to apply.

Our Culture

We thrive in a fast-paced, agile environment where we are constantly adapting and learning to most effectively achieve our goals. Our team is committed to climate justice, creating a passionate, inclusive, innovative, and highly collaborative atmosphere. We know working to make a real and lasting impact in the local policy space is difficult and demanding, so we also value time for rest and joy.

Compensation & Benefits

We are proud to offer a competitive and comprehensive compensation package designed to support our staff's health, well-being, and long-term success.

- **Salary:** \$135,000 – \$170,000, commensurate with experience
 - Climate Action Campaign conducts research, assessments, and comparisons of non-profit organizations of similar size in order to set salary ranges for different levels of positions, and to ensure that employees receive fair compensation. It is important to note that actual offers will take into consideration factors such as the length of service and tenure in a specific role, internal equity, qualifications, skills, experience, and other relevant factors.
- **Health & Wellness:** 100% employer-sponsored health, dental, vision, and life insurance for employees (dependents may enroll at the employee's cost)
- **Retirement:** 403(b) plan with 4% employer match
- **Monthly Stipends:** \$65 cell phone benefit and \$100 transportation benefit
- **Generous Paid Time Off:**

- 15 days of accrued PTO annually (years 0-1.99); 20 days of accrued PTO (years 2-2.99); 25 days of accrued PTO (years 3-4.99); 30 days of accrued PTO annually (years 5+)
- **Exceptional Paid Holidays:**
 - CAC is closed the following holidays (27 total): MLK Jr. Day (Jan); Presidents Day (Feb); Cesar Chavez Day (Mar); Memorial Day (May); Juneteenth (June); the week of Independence Day (July); Labor Day (September); Veterans Day (November); the week of Thanksgiving (November); and the last two weeks in December (see calendar for exact dates)
- **Flexibility:** Hybrid work environment with balance for in-person collaboration and remote flexibility. This position will be regularly out in the community meeting with donors and key partners, and therefore, must be based in San Diego or Orange County with the ability to move around the Southern California region.
 - CAC currently has a remote work policy that allows for approved remote work outside of San Diego or Orange County up to 10 days per year.

Climate Action Campaign Core Values

Justice, Diversity, Equity, Accessibility, Inclusion, Health, Voice, and Safety are core values at Climate Action Campaign, and we're passionate about building and sustaining an inclusive and equitable working environment for all staff. We believe every member of our team enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and discover, design, and deliver solutions.

Climate Action Campaign is an Equal Opportunity Employer

Climate Action Campaign values a diverse workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply.

Climate Action Campaign provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

How to Apply

We'd love to connect with experienced fundraisers who share our passion for clean air, affordable energy, and healthy communities.

To express interest or start a conversation about this opportunity, please reach out to info@climateactioncampaign.org with the subject line Senior Director of Philanthropy. A member of our team will follow up to share the next steps in the process.

We expect this position to begin in March; however, the position will remain open until we find the perfect fit.

We welcome hearing from you!

This is your opportunity to lead bold philanthropy for bold action and to help build a future that protects the people and places we love.

