



SHALOM BAYIT
Ending Domestic Violence in Jewish Homes

JOB ANNOUNCEMENT: DEVELOPMENT DIRECTOR

About the Position.

Shalom Bayit is seeking a talented, driven, highly experienced fund development professional and organizational strategist to join our team. In partnership with the Executive Director and Board, the **Development Director** is responsible for leading major gifts campaigns and advancing fundraising strategies to take Shalom Bayit to the next level and fulfill our strategic goals.

This is a role that thrives at the intersection of strategy and action. In partnership with the founding Executive Director and as part of the senior management team, the **Development Director** serves as the key driver of Shalom Bayit's fundraising efforts, elevating our community profile and base of support. Your work will not just fund programs; it will shape strategy, inspire others, and raise the level of philanthropic giving towards women's safety and abuse prevention in the Jewish community.

Our ideal candidate is a dynamic, inspiring, seasoned and wise development professional with strong people skills, a successful major gifts track record, and the ability to skillfully lead teams of lay leaders and professionals. Strong candidates will be deeply familiar with the Bay Area Jewish communal landscape, and eager to work in a small, mission-driven Jewish feminist organization.

About Shalom Bayit

Shalom Bayit is the leading Jewish voice on gender-based violence in the San Francisco Bay Area. Our mission is to foster the social change and community response necessary to eradicate domestic violence in the Jewish community. We envision a Jewish community where women are safe from violence and abuse in their homes, workplaces and social gathering spaces. Towards that end, Shalom Bayit advocates for survivors of abuse; educates the Jewish community and its leadership about domestic and sexual violence; empowers Jewish youth with the knowledge and skills they need to make healthy relationship choices; and organizes effective, empowering, culturally-based prevention and intervention strategies to improve Jewish community accountability and response to abuse

Organizational & Workplace Culture

Shalom Bayit is committed to embodying our mission, vision and values in the workplace. We create a caring, collaborative, respectful, healthy and empowering work environment grounded in ethical practice, self-awareness, feedback culture, responsible use of power, and Jewish values.

Key Responsibilities

Develop and lead successful fundraising campaigns, increase individual and institutional gifts, build our base of support, and advance Shalom Bayit's strategic positioning in the Jewish community.

Fund Development and Donor Relations

- Develop, implement and manage comprehensive, effective fundraising strategies
- Coordinate all fundraising campaigns including annual campaign (direct mail), gala sponsorships, major gifts in collaboration with the development team
- Attract, inspire, cultivate, solicit and steward current and prospective supporters; lead and support moves management, and staff and volunteer fundraising efforts
- Significantly increase major gifts portfolio (\$10K+) and multi-year commitments
- Manage a portfolio of high-level donors in partnership with the ED and Board leaders
- Conduct prospect research
- Steward and maintain an active planned giving program

- Monitor and analyze fundraising data to measure progress towards goals and make strategic adjustments as needed; Provide regular reports to leadership, the Board, and committees on fundraising progress, initiatives and results
- In collaboration with the Development Coordinator, use data and CRM tools to track relationships, campaigns, and outcomes and adjust strategies as needed
- Provide solicitation training, support and guidance to Board, staff, and volunteers
- Oversee two lay committees: Development and Legacy Giving

Leadership and Organizational Development

- Serve as thought-partner to the ED, Board, and senior staff to promote organizational growth & scale
- Create and manage annual Development Plan; participate in income forecasting and development of the organizational budget
- Serve as an organizational ambassador and public voice
- Supervise and mentor relevant team members
- Collaborate with staff team to develop public messaging and communications that elevate agency profile and fundraising, enhance impact, and promote strategic advancement.
- Oversee consistent brand strategy across programs and ensure cross-pollination between programmatic and fundraising outreach

Skills & Qualifications

- **Professional experience:** Minimum 5+ years' experience of demonstrated fundraising success as a development professional, including major gifts and campaigns
- **Leadership:** Proven ability to lead inspired, effective, collaborative teams
- **Implementation:** You excel at moving ideas into action with efficiency and understanding of impact, and demonstrate superb organizational, analytical and strategic thinking skills.
- **Outstanding communicator:** You craft compelling stories and deliver them with clarity, both verbally and in writing, and demonstrate skillful emotional intelligence.
- **Doer and relationship-builder:** You thrive in a hands-on role, collaborate comfortably with a range of stakeholders from diverse segments of the community, and connect authentically with donors, stakeholders, and coworkers.
- **Juggle with grace:** You skillfully navigate multiple campaigns and timelines, managing people and projects with strategic prioritization and an eye for both detail and direction.
- **Systems:** You are experienced with donor database systems, and have an eye for detail in tracking projects and nuanced donor information.
- **Cultural fluency:** You operate with familiarity within the Bay Area Jewish community and are strongly committed to Shalom Bayit's mission and vision

Compensation and Application Details

Reports To: Executive Director

Location: SF Bay Area

Classifications: Full-Time, non-exempt

Compensation: \$115,000 - \$130,000 depending on experience; excellent competitive benefits package including full health/dental/vision; 403(b); flexible schedules; pet-friendly workplace; and generous PTO package (vacation, Jewish and Federal holidays, paid family leave)

Projected Start: November 1, 2026

To Apply: Send resume, cover letter, three references and brief relevant professional writing sample to: jobs@shalom-bayit.org We regret we cannot respond to all applicants.

People of traditionally underrepresented Jewish backgrounds, and survivors of domestic violence, are especially encouraged to apply. Shalom Bayit is a project of Social Good Fund, an Equal Opportunity Employer. We do not discriminate on the basis of socioeconomic, ethnic, or religious background; sexual orientation, gender identity, age, disability, or language. We represent a variety of Jewish backgrounds and denominations and encourage people of all gender identities to apply.

We do not provide services or education to batterers. 8/26