



Director of Development

Job Description

Apply: amplified.org/careers

About Amplified Impact Partners

What if your next role could help strengthen not just one mission, but an entire sector of organizations shaping stronger communities throughout our region? For those passionate about community impact, Amplified offers something rare: the opportunity to help empower nonprofits across every issue area, in every corner of San Diego County.

Founded in 2001, Amplified is a 501(c)(3) that strengthens nonprofits through transformational pro bono consulting engagements led by a network of more than 90 highly experienced professionals (our “Partners”). By helping organizations become stronger and more strategic, we help amplify the life-changing impact they can have throughout our community.

What makes Amplified unique is the breadth and multiplier effect of our work. Each year, Amplified partners with nonprofits making a difference in areas ranging from youth and family services to homelessness, food security, education, the arts, environmental stewardship, veteran services, and beyond. As a result, your impact at Amplified will extend across dozens of organizations and the causes they support.

Since 2020, Amplified has supported more than 130 nonprofits working to tackle our region’s most pressing challenges, with 63 nonprofit consulting teams active in 2025 alone.

Amplified’s work is powered by our Partners: an extraordinary network of accomplished business and civic leaders who bring expertise across finance, strategy, operations, marketing, governance, technology, entrepreneurship, and executive leadership. These highly engaged professionals not only support nonprofit organizations directly, but also serve as ambassadors and champions for Amplified throughout the community.

Whether your passion lies in a particular cause area or in strengthening the nonprofit sector as a whole, Amplified provides a powerful platform to help advance meaningful change across our communities.

The Opportunity

Amplified is seeking a passionate, strategic, and relationship-oriented development professional to help advance our next chapter of impact across the San Diego nonprofit sector. As nonprofits throughout the region increasingly turn to Amplified for strategic guidance and capacity-building support, we are expanding our fundraising capacity and organizational infrastructure to meet the growing demand for our work.

Following a recent strategic planning process and organizational rebrand, Amplified is entering an exciting new phase focused on deepening community partnerships, expanding philanthropic support, and strengthening the long-term sustainability of our mission. This is a unique opportunity to help shape the future of a respected and rapidly evolving nonprofit organization at a pivotal moment in its growth.

Your Role

Working closely with the Chief Executive Officer, the Director of Development will build and lead Amplified's fundraising efforts as the organization continues to expand its reach and deepen its community impact. As Amplified's first dedicated development leader, you will help shape and implement a new multi-year development framework focused on diversifying revenue streams, deepening donor engagement, and building a stronger foundation for long-term sustainability.

You will collaborate with our Director of Communication and Marketing, who oversees external communication and marketing strategy, and our Director of Operations, who manages Salesforce, Partner membership, and finance functions. Additionally, you will coordinate and support the many development-related activities of our highly engaged staff and board team.

The ideal candidate is an entrepreneurial and highly organized relationship-builder who is energized by mission-focused work and excited to help scale a dynamic, community-centered organization. They are equally comfortable developing strategy, cultivating donors, managing details, and partnering closely with organizational leadership, board members, and community stakeholders.

- **Meaningful Impact:** Your work will help empower nonprofits tackling San Diego's toughest challenges.
- **Build the Future:** Be part of a small, dynamic team in an exciting period of organizational growth, working side-by-side with the CEO and leadership team.
- **Broad Responsibilities:** Help shape and strengthen the systems, relationships, and fundraising infrastructure that support Amplified's long-term growth.
- **Flexible & Collegial:** Enjoy a flexible work environment and a collaborative culture.

- **Unique Professional Community:** Build relationships with accomplished leaders from across industries who share a commitment to leveraging their expertise in service of stronger nonprofits and stronger communities.

Leadership and Culture

Amplified is a mission-driven, collaborative organization focused on building stronger communities across San Diego County. Our team values authentic relationships, continuous learning, integrity, accountability, and a shared commitment to excellence. We believe meaningful community impact is built through trust, collaboration, and high-quality work.

The Director of Development reports directly to Erica Halpern, Chief Executive Officer, and will work closely with her and Amplified's leadership team. Erica has been with Amplified for the past six years, helping guide the organization through a period of significant growth and expanded community impact.

Prior to Amplified, Erica's experience spanned the private, public, and nonprofit sectors, including leadership roles at Goldman Sachs and serving for a decade as an elected public official. Erica is a respected leader in San Diego's nonprofit community whose diverse background gives her a unique understanding of strategy, leadership, and philanthropy.

Key Responsibilities

- Lead implementation and ongoing refinement of Amplified's multi-year development framework and annual fundraising plan as the organization expands and diversifies its revenue model with an increased emphasis on individual giving.
- Collaborate closely with the CEO and key board and staff members to cultivate and engage investors and prospective investors.
- Cultivate a culture of giving within and outside of the organization.
- Lead planning and execution of Amplified's 25th anniversary fundraising campaign and related donor engagement initiatives.
- Develop and manage a portfolio of individual and institutional donors and prospects.
- Engage with board members, Partner champions, and staff to cultivate, solicit, and steward donors and institutional funders.
- Facilitate the Development Committee of the Board of Directors. Support and coach board members in fundraising engagement and donor relationship-building.
- Success in this role will include strengthening donor engagement, expanding philanthropic support, and helping diversify Amplified's revenue streams.
- Additional responsibilities may evolve over time based on organizational needs.

Competencies and Skills

- Proven track record in development
- Exceptional relationship-building and donor engagement skills
- Experience leading fundraising events and annual and major gift campaigns Strong project management and organizational abilities with attention to detail
- Strong writing and communication skills
- Ability to communicate compelling organizational impact to diverse audiences
- Experience working with boards, volunteers, or donor networks preferred
- Entrepreneurial mindset and comfort building systems in a growing organization

Qualifications

- Undergraduate degree preferred
- Five years or more of relevant work experience including development, business development, or similar roles

Hours, Work Environment and Benefits

- Full-time, exempt position
- Salary \$110-120K annually, DOE/Neg.
- Flexible, hybrid work environment (remote and in-office at our new Sorrento Valley location)
- Health and dental insurance, 15 days of vacation (20 days after two years) plus 10 paid holidays and sick leave
- 403(b) retirement account
- Professional development opportunities
- This position requires prolonged periods of sitting at a desk and working on a computer, as well as occasional lifting of up to 15 pounds
- Occasional evening meetings/special events required

To Apply

Please submit the following materials electronically at amplified.org/careers.

- A one-page cover letter explaining how your background, skills and characteristics make you an excellent match for this role
- A resume