

Chief Development Officer

Jewish Federation of Greater Washington (JFGW)

Greater Washington

Salary: \$275,000+

The Organization

The Jewish Federation of Greater Washington (JFGW) is a mission-driven organization dedicated to enhancing the lives of the Jewish community, fostering Jewish learning and journeys, embracing Jewish peoplehood and Israel, and acting as a force for good in the world. As a leader in mobilizing and rallying the community, we support 400,000 adults and children in 155,000+ Jewish households across the District of Columbia, Suburban Maryland, and Northern Virginia. Across the Federation (including the Jewish Community Foundation), \$55M in funding was raised in the last year. Our responsive and passionate team recently demonstrated its strength by successfully raising \$15M through an Emergency Campaign following the events of October 7th.

At JFGW, you will join a dedicated and mission-focused team making a meaningful impact in the local community and around the world. Our team is enhancing the Federation's impact and advancing its powerful legacy through innovation and change in how we raise and distribute funds. We are working to grow traditional sources of revenue while partnering with donors in new ways to achieve important outcomes for the community. We offer a collaborative work environment where your leadership will be valued, and you will play a critical role in advancing our mission and achieving our goals. To learn more, visit us at shalomdc.org.

The Position

JFGW seeks a visionary Chief Development Officer (CDO) to build and drive financial resource development across all funding streams and elevate our long-term fundraising systems and relationships towards a transformational community campaign. The CDO will be a strategic leader responsible for partnering with the CEO, Board, and Financial Resource Development (FRD) team to achieve and exceed JFGW's fundraising goals. As a partner and executive, the CDO will be responsible for introducing innovative solutions, pioneering new approaches for donor engagement, and transforming the Federation's fundraising strategy through creative and exciting methodologies.

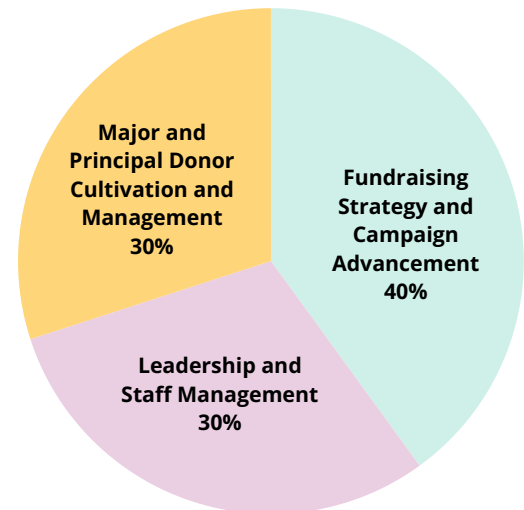
This role will focus on building an integrated fundraising model bringing together Annual and Foundation giving to achieve philanthropic growth and community impact. It will require new ways of engaging donors in communal and individual philanthropy efforts and fostering a culture of philanthropy across all parts of the organization, volunteer leadership, and major donors and funders.

The CDO will serve as a key ambassador for JFGW, representing the organization to the community and key stakeholders, while providing leadership and mentorship to the Development team. The CDO will be directly responsible for a portfolio of select major donors (including individuals and institutions). This position will report to the CEO, lead four direct reports, and serve as the executive leader and representative for the entire Development department comprising 18 staff.

ROLE OVERVIEW

Fundraising Strategy and Advancement

- **Strategic Partnership:** Collaborate with the CEO, Board of Directors, Foundation Trustees, and Development team to set and achieve fundraising goals. Serve as a thought partner in shaping the Federation's fundraising strategy and vision.
- **Organizational and Cross-Team Leadership:** Serve as a member of the executive team, driving organizational and cross-functional leadership. Effectively collaborate across departments and drive strategic initiatives to achieve aligned goals.
- **Revenue Advancement:** Drive the success of the annual and endowment campaigns while diversifying funding streams and creating new ways of fundraising. Develop and implement strategies for legacy giving, major and transformational gifts, and topic-based funding.
- **Community Engagement:** Get acclimated with the landscape of the Greater Washington Jewish community and its donor base. Act as an ambassador and spokesperson for JFGW, effectively communicating our mission and impact.
- **Strategic Communication:** Able to strategically and effectively convey Federation's value, opportunities, and impact to a variety of audiences, including all levels of staff, volunteer leadership, and donors. Skilled and agile writer, presenter, and communicator.



Leadership and Staff Management

- **Team Development:** Build a collaborative integrated Development team working in concert with the rest of the organization.
- **Team Leadership:** Provide guidance and mentor the Financial Resource Development (FRD) team, providing guidance and support to build their capacity and achieve fundraising goals. Establish clear structures, communication protocols, and performance expectations within the Development team.
- **Operational Excellence:** Set the pace and expectations for the Development team, ensuring alignment with organizational goals. Implement effective communication and operational practices to maintain a high-performing team environment.
- **Culture of Philanthropy:** Partner with the FRD team to build the infrastructure necessary to create and instill a culture of philanthropy within the organization. Ensure that philanthropy and fundraising best practices are integrated into all aspects of JFGW's work.

Major and Principal Donor Cultivation and Management

- **Relationship Management:** Cultivate and strengthen relationships with major donors, lay leaders, and community stakeholders.
- **Pipeline Expansion:** Identify and secure new major gifts and enhance existing donor contributions. Expand JFGW's areas of giving, including endowment, legacy giving, collaborative funds, philanthropic advisement and topic-based fundraising.

ROLE OVERVIEW (cont.)

Campaign Size	Direct Reports	No. of Staff
\$55M (Annual and Endowment)	4	67 FTE

THE IDEAL CANDIDATE

The ideal candidate for the CDO position possesses the following competencies:



Additional Qualifications

- **Mission-Driven:** Deep commitment to serving the Greater Washington Jewish community and alignment with JFGW's core values.
- **Fundraising Expertise:** Proven success in setting and executing comprehensive fundraising strategies, including annual campaigns, major and principal giving, endowment giving, program-specific donor contributions, and transformational campaigns.
- **Relationship Building:** Track record of identifying, engaging, and securing major gifts. Strong interpersonal skills with the ability to inspire and build relationships with diverse stakeholders.
- **Leadership and Management:** Demonstrated ability to lead, motivate, and hold high-performing teams accountable. Experience working with or on an Executive Team, demonstrated experience leading change management, and successive leadership.
- **Strategic Thinking:** Strong thought partner to the CEO, supporting and leveraging the CEO in fundraising opportunities and strategic planning.
- **Adaptability:** Ability to thrive in a fast-paced environment and navigate the complexities of a dynamic organization.

WHO WE ARE

Work Environment

This position is hybrid with three days a week required in the North Bethesda, MD headquarters.

Our Commitment to Diversity, Equity, & Inclusion

This position description is based upon material provided by the Jewish Federation of Greater Washington, an equal opportunity employer. In keeping with our Jewish values, The Federation supports a thriving Greater Washington community that celebrates diversity and appreciate the unique combination of gender, race, age, religion, ethnicity, sexual orientation, intellectual and physical disabilities, and special qualities that each resident adds to the fabric of life in the community. We welcome everyone interested in our mission to join us.

Interested candidates should submit their resume, a cover letter detailing their relevant experience and qualifications, and contact information for three references to DRG.

COMPENSATION AND BENEFITS

Salary

This position has a starting salary of \$275,000. Salary is commensurate with experience.

Benefits

- Excellent health care and retirement benefits
- Generous time off
- Hybrid schedule
- Commuter bonus
- Opportunities and an annual stipend for continued professional development
- Access to the JPRO Network, which connects, educates, inspires, and empowers professionals working in the Jewish nonprofit sector.

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by late September.

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[Submit an application](#)