



Director, Major Gifts

American Jewish World Service

Remote

The Organization

American Jewish World Service (AJWS) is the leading Jewish organization working to fight poverty and pursue justice in Africa, Asia, Latin America, and the Caribbean. By supporting hundreds of social change organizations in 14 countries, we respond to the most pressing issues of our time—from disasters, genocide, and hunger to the persecution of women and minorities worldwide. With Jewish values and a global reach, AJWS is making a difference in millions of lives and bringing a more just and equitable world closer for all.



The Development Division at AJWS is responsible for raising the revenue that supports AJWS's grantmaking and advocacy. The Division includes Institutional Giving, Major Gifts and Planned Giving, Development Operations, and Donor Engagement. Members of the Division partner closely with Communications and Marketing, Programs, Finance and Administration, and People and Culture teams, as well as the Executive Office and Board of Trustees, instilling a culture of philanthropy across the organization. The Major Gifts team is responsible for cultivating, stewarding, and soliciting donors at the \$10K+ level.

Every team member of the Development Division contributes to achieving our annual fundraising goal.

The Position

Reporting to the Associate Vice President for Development, the Director of Major Gifts will manage a portfolio of high-level donors and supervise a team of three major gifts fundraisers. Serving as a member of the Development Division's senior leadership team, this role will collaborate closely with the VP and AVP for Development and other divisional directors on planning, overseeing, and executing a major gifts program for AJWS. The Director will partner closely with the Executive Office, Board of Trustees, and key stakeholders to expand and diversify the donor base and drive significant revenue growth.



Portfolio Management & Donor Relations (40%)

- Manage a portfolio of high-level individual donors and prospects.
- Establish trust, maintain strong relationships, and develop partnerships with AJWS stakeholders.
- Speak and write articulately about AJWS's mission, policies, culture, values, history, and programs.

Team Leadership & Management (60%)

- Manage and motivate a team of major gifts fundraisers composed of two (2) Associate Directors, Major Gifts, and one (1) Senior Development Officer, Major Gifts, ensuring accountability for meeting fundraising goals.
- Develop clear short-term and long-range fundraising plans for themselves, and the major gifts team.
- Successfully identify prospects, funding opportunities, and strategies to achieve annual and longer-term development goals
- In collaboration with development operations, manage the major gifts revenue budget and review regular reports tracking progress.
- Maintain best fundraising and operational practices, camaraderie, shared accountability, and clearly defined goals, as well as increase the effectiveness and cohesion of the major gifts team.
- Stay abreast of philanthropic, economic, social, and community trends related to AJWS.



THE IDEAL CANDIDATE

The ideal candidate for the Director of Major Gifts position possesses the following competencies:

Strategic Fundraiser Track record of creating and implementing strategic fundraising initiatives resulting in significant revenue growth.	Relationship Builder Demonstrated achievement identifying, cultivating, soliciting, and stewarding high-net-worth individuals.	Team Leader Significant experience managing and motivating development professionals and maintaining strong internal and external relationships.
Effective Communicator Proven ability to conceptualize and describe funding needs compellingly, both verbally and in writing.	Mission-Driven Deep passion for and commitment to AJWS's mission of fighting global poverty and pursuing justice.	Collaborative Partner Experience working effectively with senior leadership teams, including presidents, board members, and high-level donors.

Additional Qualifications

- Bachelor's degree with a minimum of 7 years of successful major gifts experience or related experience with complex and dynamic mission-driven non-profit organizations.
- Significant experience managing and motivating development professionals and maintaining strong relationships internally and externally.
- Demonstration of sophisticated, collaborative, and strategic approach to major gift fundraising and proven success securing major gifts from individuals through face-to-face solicitation.
- Track record of creating and implementing strategic fundraising initiatives, resulting in significant revenue growth.
- Proven ability to conceptualize and describe funding needs, both verbally and in writing, in a way that is compelling.
- Ability to travel nationally and internationally as needed.
- Experience working effectively and respectfully with senior leaders, including the President, board members and high-level donors.
- Understanding of fundraising for human rights or international causes preferred.



WHO WE ARE

Work Environment

AJWS fosters an inclusive and collaborative work culture where every team member is valued. Staff work across disciplines and geographies to achieve shared goals, with leadership deeply committed to the well-being and professional growth of all employees. Flexible work arrangements support a healthy work-life balance.

This is a remote role; it is flexible in nature, having some responsibilities that can be performed virtually from a home office and some responsibilities that must be performed near an AJWS donor center. The preferred AJWS donor center for this role is in the San Francisco Bay Area.

Black, Indigenous and People of Color; Lesbian, Gay, Bisexual, Intersex, Trans and Gender Nonconforming people; women; and differently abled people are encouraged to apply. AJWS also welcomes applications from people of diverse religious, spiritual, and cultural backgrounds as well as those with a global perspective and a strong commitment to diversity, equity, and inclusion.

As an organization committed to promoting social justice around the world, AJWS incorporates a diverse, equitable, and inclusive lens into all aspects of its work.

Authorization to work in the US is required.

COMPENSATION AND BENEFITS

Salary

This role offers a competitive salary range of \$112,000 - \$157,000.

Benefits

- 15–22 Federal and religious holidays off each year in addition to generous vacation and sick days.
- Full health benefits coverage with minimal employee contribution.
- 403(b): 4.75% company match (safe harbor).
- Flexible Spending Account and Commuter Benefits.
- Workplace flexibility and generous leave policy.

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.

Patrick Key
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Lori Clement
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[Submit an application](#)

