



**DEPUTY DIRECTOR, DEVELOPMENT
ACLU OF NORTHERN CALIFORNIA**

San Francisco, California

[ACLU Northern California](#)



The Aspen Leadership Group is proud to partner with ACLU of Northern California in the search for a Deputy Director, Development.

ACLU of Northern California (ACLU NorCal) seeks an experienced leader to ensure that its program integrates thoughtful strategy, authentic engagement, innovation, and best practices. The Deputy Director will provide strategic direction and support staff to do their best work within a healthy working culture. The Deputy Director will be essential to ACLU NorCal's work to further ground its development approach and practices in racial and social justice.

ACLU makes sure that constitutional rights — to free speech, to privacy, to due process — don't just exist on paper, but also in practice. The ACLU is the first line of defense against threats to civil liberties and it works to ensure these freedoms are guaranteed to every person in this country. Its work is guided by the principles of freedom, equality, and justice enumerated in the Constitution. However, it knows that because of historic and systemic racism and other forms of oppression, these principles are not equitably applied to all. In an ideal world, everyone would have equal access to justice and equal protection under the law. Unfortunately, neither the world nor the country is ideal. ACLU's work involves hard subject matter that can be emotionally draining. Candidates for the position of Deputy Director will understand that as a mission-driven organization, the ACLU strives to make the world is a better place knowing that the road is long and hard. At the same time, ACLU understands the importance of self-care, and does its best to reflect that in its practices and values.

DIVERSITY, EQUITY, AND INCLUSION

ACLU of Northern California advances equity and inclusion in the workplace by providing equal employment opportunity to support a work environment free from discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (over 40), sexual orientation, military and veteran status, and any other basis prohibited by law. The organization also provides reasonable accommodations for qualified applicants and employees with disabilities. This equal employment opportunity policy applies to all aspects of employment, including recruitment, selection, advancement, training, problem resolution, and separation from employment. Through this policy, the ACLU NorCal strives to establish and maintain an equitable and accessible work environment that is free from discrimination and supportive of a workforce that reflects the rich diversity of our communities and the people we serve.

REPORTING RELATIONSHIPS

The Deputy Director, Development will report to the Director of Development, Cori Stell. The Deputy Director will supervise a team of gift officers.

PRIMARY RESPONSIBILITIES

Major, Leadership, and Planned Gifts Unit Oversight, Management, and Evaluation

The Deputy Director, Development will

- direct the frontline fundraising programs for ACLU NorCal, which include major gifts, leadership gifts, and planned gifts (MLPG);
- ensure programs evolve to apply learnings, reflect the right mix of innovation and best practices, and respond to emerging opportunities and approaches in philanthropy;
- provide strategic direction for the MLPG unit, ensuring staff have the support and resources necessary to perform their jobs effectively, promoting coordination among unit members and the unit as a whole;
- cultivate a healthy working culture and cohesiveness within the unit;
- ensure efficient and effective workflows between the MLPG unit and other units;
- supervise MLPG staff, including recruitment, hiring, performance management (including disciplinary matters), and retention;
- foster professional development in a collaborative, team-based environment, thinking through staff development, roles, and MLPG unit growth as needed to maximize the philanthropic potential of the region;
- through supervision of MLPG staff, ensure comprehensive relationship-development goals and plans are in place for each donor and prospective donor in major, leadership, and planned gifts portfolios;
- support the execution of these plans to maximize donor engagement and investment including participating in the cultivating, soliciting, negotiating, closing, and stewarding of leadership-level or planned gifts donors in other gift officers' portfolios;
- coordinate the Finance, Program, and Development units to develop special giving opportunities for donors and prospects to maximize giving in alignment with donor's philanthropic goals and ACLU NorCal's strategic priorities;
- coordinate with the Development Operations & Prospect Development unit to ensure effective infrastructure, operations, and pipelines for the ACLU NorCal's MLPG portfolios and related work, and to strengthen MLPG portfolio protocols, performance metrics, and evaluation practices;
- consult with Foundation Relations and Donor Engagement units on the development of timely and meaningful events; written proposals, reports, and other materials; and other opportunities to advance goals for individual donors and/or the MLPG portfolio as a whole; and
- act as primary contact for appropriate ACLU national colleagues (directors of major, leadership, and planned gifts) to ensure alignment around expectations for coordination of programs and effective collaboration between programs and staff.

Development Department Leadership

The Deputy Director, Development will

- act as key partner to Director of Development on matters impacting the department and, as delegated by the Director of Development, hold responsibilities related to department integration and engagement, organizational culture of philanthropy, and intra- or inter-departmental issues when they arise;

- partner with the Director of Development to build out and strengthen ACLU NorCal's philanthropic development practices to further advance its values of diversity, equity, inclusion, and belonging within the department, as well as to align its work with donors, funders, and community-based partners with its goals for racial and social justice.

LEADERSHIP AND KEY COLLEAGUES

Cori Stell

Director of Development

Cori Stell is the Director of Development at the ACLU of Northern California, where she oversees a robust development program that stewards relationships with individual donors and funders, helping them advance their values through partnerships with the ACLU.

Cori worked at ACLU NorCal for over a decade before assuming the role of Director of Development in October 2016, just weeks before the 2016 presidential election that changed dramatically the context for fundraising at ACLU NorCal. ACLU NorCal's membership nearly tripled. Faced with unprecedented challenges and opportunities, ACLU NorCal's development team quickly shifted priorities, refocused and grew its staff, and altogether recalibrated to chart the path forward.

Prior to becoming the Director of Development, Cori served as individual giving officer, capital campaign director, and deputy director of development for the ACLU NorCal. In these roles, Cori played a leadership role in growing the program and oversaw the successful completion of the organization's first capital campaign, which enabled the ACLU NorCal to purchase a permanent home for civil liberties in Northern California. Prior to joining ACLU NorCal, Cori held a variety of roles at nonprofit advocacy and social service organizations.

Cori received her B.A. in Psychology with a minor in Women's Studies from Vassar College. Cori is a committed parent advocate, focusing on issues of inclusion, literacy, and communication for students with complex support needs. She has provided trainings, presentations, and individual support on these topics to parents, educators, and other professionals working with students with disabilities.

Abdi Soltani

Executive Director

Abdi Soltani is a nationally-recognized civil rights leader who has dedicated his adult life to social justice and equal treatment for all. His early work as an organizer helped change California from a state that passed some of the most regressive policies in the mid-90's to a state that is among the most progressive in our nation. As Executive Director of the ACLU of Northern California since 2009, Abdi's fight for civil liberties has been expansive and inclusive of racial, gender, and economic justice. He has deepened ACLU's partnerships with communities most directly impacted by injustice and disparities. Under his leadership, the ACLU is now present in the Central Valley and at the State Capitol. This expansion has enabled the ACLU to defend and advance the civil liberties of all Californians and to mobilize our communities as a collective voice for fairness and equity. Abdi is a Levi Strauss Foundation Pioneer in Justice Fellow, and he is actively involved in the Iranian-American community. His favorite amendment to the U.S. Constitution is the 14th Amendment.

REQUIRED QUALIFICATIONS

At least ten years of experience in the non-profit sector, philanthropic sector, or other relevant positions, with at least three of those years being in a management position supervising staff is required for this position.

PREFERRED COMPETENCIES AND QUALIFICATIONS

ACLU of Northern California seeks a Deputy Director, Development with

- a strong commitment to the mission and goals of ACLU NorCal;
- experience growing and sustaining programs focused on major gifts-level donor relationship development in the non-profit or philanthropic sectors;
- experience with program design and assessment, including developing program and performance metrics and protocols;
- donor-facing experience developing and executing strategic plans for fundraising success, including soliciting and securing gifts with significant organizational impact and an understanding of complex/blended gifts;
- experience developing strong relationships with a variety of organizational stakeholders;
- experience managing staff with varying levels of experience and in varying stages of career development, including performance management, professional development planning, and fostering team culture that aligns with departmental and organizational values and culture;
- excellent Interpersonal skills, with the ability to bring out the best in others, work effectively in teams, and facilitate joint planning and problem solving while working collaboratively and respectfully;
- good judgment, attention to detail, dependability and follow through, and an ability to handle confidential information with discretion;
- a commitment to a workplace that values and respects differences of race, ethnicity, age, gender, gender identity and expression, sexual orientation, religion, ability, and socio-economic circumstances;
- creativity, entrepreneurialism, and flexibility in creating and evolving programs;
- a commitment to understanding and advancing equity and racial justice through philanthropic development, management practices, and other responsibilities of the position;
- proficiency with office technology and information systems, including Microsoft Excel and Word, with an ability and willingness to learn new software tools; and
- an understanding of the Bay Area and other Northern California philanthropic landscapes (preferred).

SALARY & BENEFITS

This position offers comprehensive benefits and an annual salary of \$115,726.68 to \$135,014.46

LOCATION

This position is located in San Francisco, California.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letter should be responsive to the mission of ACLU Northern California and the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately, and will continue until the successful candidate has been selected.

To apply for this position, visit:

[Deputy Director, Development, ACLU of Northern California.](#)

To nominate a candidate, please contact Ashley Buderus:

[ashleybuderus@aspenleadershipgroup.com.](mailto:ashleybuderus@aspenleadershipgroup.com)

All inquiries will be held in confidence.