



## Co-Executive Director of Advancement

**Organization Overview** – Leading From Within (LFW) is a well-established nonprofit on California’s Central Coast, supporting a network of over 600 social sector leaders. Through leadership development programs and alumni engagement, LFW fosters collaboration, innovation, and ongoing professional growth in the region. Our Guidestar platinum-rated organization credential is an indication of our thriving programs and strong funding base.

**Our Vision for Leadership** – Starting this year, LFW will adopt a shared leadership structure with two co-Executive Directors (co-EDs) and an Operations Director. This collaborative model is intended to drive new innovation, growth, and sustainability at LFW. Each co-ED will focus on specific areas while jointly sharing responsibility for mission, strategy, and resource generation. Katya Armistead will start as co-Executive Director of Programs in August 2025. While each co-ED will hold their own distinct responsibilities, there will be areas with shared contribution and co-creation that will be co-defined, dependent on interest.

**Position Summary: Co-Executive Director of Advancement** – The co-ED of Advancement will lead LFW’s fundraising, communication, and administrative efforts, partnering closely with the co-ED – Program, the Operations Director, and the Board. This role requires a strategic thinker and effective communicator who can build strong relationships with stakeholders, manage organizational and financial responsibilities, and drive growth.

### Key Responsibilities:

- Fund Development (35%) – Lead fundraising efforts, cultivate diverse funding sources, and build donor relationships and manage CRM platform.
- Programming, Network & Community Impact (25%) – Support program development, proposals, and community engagement. Determine opportunities with alumni network.
- Communications & Marketing (15%) – Develop marketing strategies to boost community engagement and brand visibility.
- Fiscal Management & HR (10%) – Oversee hiring, HR policies, and operational partnerships. Manage finances with an operating budget of \$700K+, budget planning, and day-to-day financial activities.
- Strategic Planning (15%) – Collaborate on and implement LFW’s strategic plan; evaluate organizational effectiveness.

## Qualifications

- Proven experience in nonprofit leadership, fundraising, and management.
- Strategic thinking, financial acumen, and effective communication skills. Day-to-day operations including development of policies and procedures aligned with organizational culture.
- Passion for the social sector.

## Desired Attributes

- Authentic, high-integrity leadership.
- Strong multi-tasker and team player. Enjoys networking and being a public face of the organization.
- Commitment to diversity, equity, and community impact.
- Ability to budget and execute on a business plan.
- Experience in HR, operations, and building diverse partnerships.

## Education & Skills

- Relevant experience in nonprofit leadership, fundraising, marketing, and operations.
- Willingness to travel or work evenings or weekends on occasion.

**Compensation & Hours** Full-time salary range: \$105,000 – \$130,000 DOE (pro-rated for less than full-time work). LFW is open to candidates who are interested in slightly less than a full-time position (min of 30 hours a week) with pro-rated compensation.

**To Apply** Submit a resume and cover letter to [hiring@leading-from-within.org](mailto:hiring@leading-from-within.org) by May 23, 2025. Position open until filled. Confidential inquiries may be directed to the search consultant.

**Leading from Within is proud to be an equal opportunity employer. We celebrate diversity and encourage it for our community and culture to thrive. All employment decisions are based on merit, qualifications, and the needs of our organization.**

[Here is a brief video message](#) about this new role for our organization.