



*Junior Achievement of Washington*  
*Chief Development Officer*  
Auburn, WA



# *Chief Development Officer*

## *Junior Achievement of Washington*

Auburn, WA

### **About Junior Achievement of Washington**

Junior Achievement of Washington's purpose is to inspire and prepare young people to succeed in a global economy. Junior Achievement of Washington reaches thousands of students each year with relevant, hands-on learning experiences that teach young people to manage their money, plan for their economic future, own their businesses, and develop readiness for careers or college.

Junior Achievement of Washington associates are known for their passion for the mission that brings together business and education to work with students in kindergarten through high school, so they are empowered to own their economic success. Members of the team interact with community leaders who support Junior Achievement of Washington with their time, treasure, and talent. Junior Achievement of Washington offers a collaborative, inclusive work environment and the opportunity to impact the lives of young people in our community.

Junior Achievement of Washington is committed to social justice. We are committed to educating in a way that dismantles inequality, racism, and oppression and sparks honest conversations in our communities. The future that we envision and for which we prepare our students cannot exist unless we become catalysts for change and advocates for promoting diversity, equity, and inclusion in all facets of our work.

Learn more about Junior Achievement of Washington at [washington.ja.org](https://www.washington.ja.org)

### **The Opportunity**

Junior Achievement of Washington (JAWA) is at a pivotal moment in its growth and evolution. With a goal of raising \$4 million annually, the organization is seeking a strategic and visionary Chief Development Officer (CDO) to join its Executive Team. This leader will play a critical role in charting and executing a plan for significant revenue growth, strengthening the internal Resource Development Team, and enhancing systems and cross-functional collaboration.

With a respected statewide presence and a mission centered on financial literacy and career readiness, JAWA is well-positioned to expand its base of grant funding into deeper corporate, foundation, individual, and donor-advised fund support. The Development Team is highly skilled and energized—but in need of a leader who can bring structure, stability, and creativity to the organization's fundraising strategy. The CDO will be expected to complement the CEO's external partnerships, spearhead new funding opportunities, and collaborate closely with a committed Board eager to support fundraising efforts. This is a unique opportunity to lead a department poised for growth and to help shape a sustainable and scalable fundraising model.

The ideal candidate will bring energy, strong organizational skills, self-awareness, curiosity, and a passion for continuous learning. They will inspire and support their team while grounding strategy in data and planning to drive donor acquisition, retention, and long-term engagement. JAWA has navigated several transitions in recent years—from the pandemic to staffing shifts

and evolving financial outcomes—creating a powerful opening for a leader to bring renewed stability and momentum. Despite these challenges, the mission continues to deliver meaningful impact across the state, and there is strong organizational alignment around growth and innovation.

The next Chief Development Officer will thrive if they are resilient, collaborative, and ready to roll up their sleeves to help build new systems and culture. This is an exciting opportunity for a mission-driven, strategic fundraiser to help JAWA deepen its community partnerships, drive toward financial sustainability, and expand its life-changing work with students across Washington.

## Key Responsibilities

- Participate as a member of the Executive and Senior Management Teams to provide a united, visible, and strong leadership presence across the organization.
- Strengthen and build an agile and results-oriented Resource Development Team.
- Develop and maintain significant relationships with corporate and foundation partners.
- Create and manage a portfolio of individual donors.
- Drive new growth opportunities. Identify, prioritize, develop, and launch new products, services, and business models that elevate the donor and volunteer experience.
- Ensure fundraising efforts support the JAWA community impact model and revenue goals. Such model components include workplace development, individual and major gifts, planned giving, Affinity Groups, Volunteer Engagement, and revenue-producing events.
- Evaluate donor experience and design, implement, and continually improve a resource development model based on researched best practices. Lead the team to success in taking its innovations to market in a timely and scalable way.
- Create, integrate, and adapt technological platforms and strategies to improve the donor experience.
- Lead innovation and data-driven giving solutions, positioning JAWA as a visionary market leader by donors, philanthropic organizations, media, and community.
- Ensure that the Customer Relationship Management System (CRM) is consistently and accurately used to view existing and potential donors comprehensively. Use the data to inform strategies.
- Ensure information about the needs, interests, and expectations of these individuals and organizations is used to enrich relationships.
- Ensure that donor segmentation models are in place and used to inform fundraising plans. Ensure that prospective donors and partners are measured against those models and that resource development time and effort are being allocated toward those segments most critical to achieving the results of building a well-balanced donor portfolio and roadmap that drives giving and donation growth.
- Ensure that segment-specific strategic engagement plans are developed for building relationships that support fundraising efforts.
- Provide strategic leadership for volunteer committees associated with resource development activities.
- Promote cross-functional collaboration as a component of operationalizing the strategic plan and annual goals.
- Ensure relationship-based development practices intended to ensure an exceptional donor experience are in place and attract and sustain both financial and non-financial resources.

- Lead the strategic priorities of Planned Giving and Grants. Lead the team to build annual plans that support overall revenue goals. Ensure policies and procedures are followed.

**Supervisory Responsibilities:**

- Directly supervise the following: Director of Grants, Regional Directors (x4); Corporate Partnerships Development Manager; and other appropriate roles.
- Perform supervisory responsibilities in accordance with the organization's policies and applicable laws.

**Candidate Profile**

The Chief Development Officer of JAWA will be a dynamic, strategic leader—someone who brings not only deep expertise, but also heart, vision, and the ability to inspire action. To thrive in this role, they must embody five core leadership competencies that reflect JAWA's values and aspirations. These competencies define what it means to lead with purpose, cultivate strong teams, and drive meaningful, lasting impact in the lives of young people across Washington State.

**Fundraising Strategy & Execution**

The ideal leader will bring deep expertise in nonprofit fundraising with a proven ability to lead successful development strategies and exceed revenue goals. A minimum of seven years of progressively responsible experience in fundraising or donor engagement is required, including a strong record of success in securing corporate, foundation, and individual gifts annually. This person must have hands-on experience cultivating both corporate sponsorships and individual giving and be adept at managing key donor and account relationships. CRM experience is essential—ideally including implementation or migration—with a data-driven approach to donor cultivation and stewardship. Additionally, the right candidate will bring fresh thinking and innovation, identifying new strategies and channels for growth beyond traditional pathways or reliance on Board networks.

**Strategic Planning & Financial Forecasting**

This role requires a leader with a proven ability to translate strategic plans into actionable initiatives and deliver measurable results. The ideal candidate brings experience leading cross-functional teams and managing interdepartmental collaboration to ensure development efforts align with broader organizational goals. They will work closely with the CEO and CFO during annual budgeting cycles—accurately forecasting revenue, identifying trends, and using data to assess risk and opportunity. A strong background in project management, combined with strategic thinking and execution, is essential. This individual must be capable of independently designing and implementing long-term strategies while building systems that are scalable, sustainable, and aligned with the organization's mission.

**Relationship Management & Communication**

Exceptional interpersonal and communication skills are essential for this role, including strong public speaking, presentation, and active listening abilities. The ideal leader is a gifted storyteller and persuasive communicator who can be compelling in sharing the impact of Junior Achievement. They should quickly build trust and cultivate collaborative relationships with a

wide range of stakeholders—including donors, Board members, volunteers, business leaders, and staff. This individual must bring sound judgment, empathy, and cultural competency, with a demonstrated ability to engage effectively across diverse communities. Experience in account management, community engagement, and volunteer relations is important, as is the ability to translate data and impact metrics into compelling stories that inspire action.

## Team Leadership & Development

Supervisory experience is a requirement for this role, with a proven track record of managing and mentoring teams at various experience levels. The ideal candidate is a strong, servant-style leader who sets clear expectations, holds team members accountable, and provides consistent guidance, motivation, and professional development. They should be equally comfortable supporting seasoned professionals and those who require more hands-on direction. This role oversees six staff members (five currently in place) and is responsible for fostering a culture of collaboration, joy, and high performance across the department.

## Mission Alignment & Community Engagement

Above all, this leader must be deeply aligned with JAWA's mission—bringing a genuine passion for financial literacy, youth empowerment, and education. They should be a compelling ambassador for the organization, able to connect across diverse communities and raise JAWA's visibility in Seattle and statewide. Their community engagement efforts will focus on strengthening corporate partnerships, expanding individual giving, and attracting new audiences and donors through signature events like *Dare to Dream*. This person should embody JAWA's core values, bringing joyful, positive energy and fostering a strong sense of shared purpose within the team and across the broader community.

## Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$170,000 - \$190,000 with a generous benefits package.

JAWA pays 100% of employee premiums for Medical/Dental/Employee Life Insurance.

- United Healthcare Medical and Dental Insurance
- Vision Insurance
- Life Insurance – Employee
- Family and Dependent Life Insurance
- Vacation and Wellness Leave
- Paid holidays and Winter Break
- Paid personal leave days
- Long-Term Disability Insurance
- Employee Ability Assist Program
- Family Leave – Consistent with local and national regulations
- Retirement savings with matching company contributions
- Work-Life Balance – Flexible options to balance office time via remote access as well as flexible work schedules
- Opportunity to volunteer in classrooms teaching JA programs

## Contact

DSG | Koya has been exclusively retained for this engagement. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at [JAWA\\_CDO@koyapartners.com](mailto:JAWA_CDO@koyapartners.com). All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Junior Achievement of Washington is an Equal Opportunity Employer. JAWA does not discriminate based on race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law.

## About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).