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Head of Fundraising

Oscar's Place

Remote

Salary: \$150,000 - \$170,000



About Oscar's Place

Oscar's Place Adoption Center & Sanctuary is a GFAS-accredited 501(c)(3) donkey rescue with locations in Hopland and Potter Valley, California, and a newly acquired campus in Collinsville, Texas. The organization currently cares for more than 210 donkeys, employs a team of approximately 21 staff members, and operates with an annual operating budget of \$3 million. With ambitious growth plans underway, Oscar's Place is on a path to double operating revenue in 2027 over the course of 2026.

Oscar's Place has gained national visibility through Donkey King, an award-winning docuseries airing on ABC stations nationwide and recognized with multiple Telly Awards, including Gold.

On September 5, 2026 the organization will open the first and only dedicated donkey hospital in the United States at its Collinsville, TX campus. This facility will serve as the foundation for the Center for the Advancement of Donkeys, a first-of-its-kind institution dedicated to elevating donkey welfare, veterinary care, research, and education nationwide.

Backed by thousands of active donors and individual relationships that have generated eight-figure lifetime support and supported by a leadership team that includes a veterinarian serving as Head of Animals, Oscar's Place is building something unprecedented in the United States. The organization combines visionary leadership, national visibility, and strategic execution to create lasting impact for donkeys and the people who care about them.



The Position

The Head of Fundraising will join Oscar's Place at a pivotal moment of growth and transformation. Reporting directly to the Co-Founder and CEO, this senior leadership role offers the opportunity to help shape the next chapter of an organization with a compelling mission, a growing national profile, and an ambitious vision for expansion.

Oscar's Place has established a strong fundraising foundation, including a credible brand, engaged supporters, and a clear case for investment in both operating and capital priorities. Building on this momentum, the Head of Fundraising will lead and execute a comprehensive development strategy designed to accelerate philanthropic growth and support the organization's long-term objectives.

Key responsibilities include managing and expanding a portfolio of major donors at the \$5,000+ level, leading the grants program, and growing the planned giving and legacy society launched in July 2026. The Head of Fundraising will cultivate new philanthropic relationships, deepen engagement with existing supporters, and develop a sustainable pipeline of funding aligned with the organization's strategic vision. This role does not include email fundraising, social media fundraising, direct mail, and digital advertising (owned by Head of Business Operations & Marketing). The Head of Fundraising will not inherit the Co-Founder and CEO's existing top-tier major donor relationships; the role is responsible for finding and building a new portfolio of major donors at the same level.

This role is intentionally designed for a builder. The Head of Fundraising will have significant autonomy, ownership, and decision-making authority across the development function. Rather than maintaining an established fundraising operation, this leader will have the opportunity to create new systems, expand donor engagement strategies, and help build a best-in-class fundraising program capable of supporting Oscar's Place's ambitious growth trajectory.

Success in this role will require a strategic and entrepreneurial fundraiser who is energized by building, comfortable operating with independence, and excited by the opportunity to work alongside a visionary Co-Founder and CEO and leadership team to scale one of the most innovative animal welfare organizations in the country.



Guiding Principles

Oscar's Place operates at the highest standards, including when no one is looking. Our fundraising philosophy is to be found rather than to find: build something real, keep it visible, and treat the people who show up like humans rather than transactions. We do not fundraise on crisis or manufacture urgency. We do not use manipulation, and we never will. This positioning is deliberate, and why our brand attracts significant philanthropic investment. The right candidate for the Head of Fundraising role will recognize this immediately, value our positioning, and want to join us in this work.

The Ideal Candidate

The Head of Fundraising will be an accomplished development leader with a track record of building fundraising programs that drive sustainable growth. They will have experience developing major donor portfolios, securing five- and six-figure gifts, leading successful grant programs, and cultivating planned giving commitments.

This individual will thrive in a highly autonomous role, bringing the initiative, judgment, and accountability needed to lead the fundraising function with confidence. Energized by building rather than maintaining, they will be comfortable creating new strategies, systems, and donor engagement opportunities in partnership with a small, high-performing leadership team.

An exceptional communicator and relationship builder, they will understand that fundraising is rooted in trust, stewardship, and long-term engagement. They will bring strong emotional intelligence, strategic thinking, and sound judgment to donor cultivation, whether in person or virtually.

Above all, the Head of Fundraising will be inspired by the mission of Oscar's Place and motivated by the opportunity to join a growing organization at a pivotal stage, helping to expand its impact and secure the resources needed to transform more lives.



Major Gifts

- Build, manage, and grow a portfolio of major donors with a giving capacity of \$5,000+ annually.
- Identify, cultivate, solicit, and steward individual donors through personalized engagement strategies designed to deepen commitment and increase philanthropic investment.
- Develop a sustainable pipeline of new donor prospects, independently building relationships rather than inheriting the organization's most established donor connections.
- Partner with the Co-Founder and CEO and senior leadership on select cultivation and solicitation opportunities while maintaining ownership of donor strategy, engagement, and follow-through.
- Establish meaningful stewardship practices that strengthen long-term donor relationships and encourage increased annual and multi-year support.

Legacy and Planned Giving

- Lead and expand Oscar's Place's planned giving program, launched in partnership with FreeWill in July 2026.
- Cultivate, solicit, and steward legacy donors, helping supporters align their philanthropic goals with the long-term future of the organization.
- Develop and implement strategies to grow the planned giving pipeline and increase awareness of legacy giving opportunities among donors and supporters.
- Create stewardship and recognition opportunities that foster enduring relationships with legacy society members.
- Track planned giving activity and build a sustainable program that generates long-term philanthropic support for the organization.

Grants Management

- Own and lead Oscar's Place's foundation, corporate, and institutional fundraising strategy, driving sustainable revenue growth and long-term funding partnerships.
- Develop and manage a strong institutional funding pipeline, identifying, qualifying, and prioritizing prospective funders aligned with the organization's mission and growth plans.
- Cultivate and steward relationships with foundation, corporate, and institutional partners, ensuring high-quality engagement, retention, and long-term support.
- Provide strategic oversight of all grant proposals and funder reporting, partnering with grant writing support to ensure high-quality submissions, strong funder engagement, and growth in institutional income.
- Manage the grants pipeline and reporting calendar to ensure timely submissions, excellent funder stewardship, strong renewal rates, and continued growth in institutional income.
- Lead grant management for the organization, which may include directing outside grant writing support.

Success Measurements

This role carries clear year-one targets for relationships cultivated, gifts closed, grants awarded, and legacy commitments. They are specific, they are written down, and we will walk through them in detail with advancing candidates. Accountability and performance are how we operate.



- Minimum 7-10 years of progressive fundraising experience at the major gifts level, with a track record of personally closing gifts of \$25,000 or more.
- Demonstrated experience building and managing a major donor portfolio.
- Proven success writing and securing foundation grants.
- Experience with planned giving and legacy programs, including strategies for cultivating estate-level commitments.
- Comfort with founder-led, brand-driven organizations and the discipline that requires.
- Strong writing skills. Ability to draft donor communications, case statements, grant proposals, and cultivation correspondence at the Co-Founder and CEO's voice altitude.
- Comfort with technology, including donor management systems, prospect research tools, and AI-augmented research workflows.
- Excellent judgment about donor confidentiality, including the discipline to protect anonymous donors absolutely.



Preferred Qualifications

- CFRE certification. Not required but recognized as a strong signal of fundraising professional standards.
- MBA or other advanced degree. Demonstrates strategic thinking and institutional sophistication.
- Experience at a national animal welfare organization, hospital fundraising program, or peer institution.
- Existing relationships in the major donor philanthropic community in California or nationally.
- Experience launching or scaling a planned giving program.
- Comfort with rapid growth environments. Oscar's Place is on a path to double operating revenue in 2027 over the course of 2026.



Work Environment

Oscar's Place is a high-performing, mission-driven organization with a small, senior leadership team. Staff are based on property in California or Texas. We value direct communication and thoughtful decision-making. The culture is collaborative, entrepreneurial, and decisive.

The Head of Fundraising will work closely with the Co-Founder and CEO, who provides the visibility, credibility, and support needed to advance the organization's fundraising goals while empowering leaders to own their functions with a high degree of independence. This role is best suited for a self-directed professional who thrives with autonomy, takes initiative, and is motivated by delivering meaningful results.

Oscar's Place also embraces emerging technologies as part of its operating model, including the regular use of AI tools to support strategic planning, communication, and decision-making. Comfort with AI-enabled workflows is expected, and enthusiasm for leveraging these tools to enhance effectiveness is welcomed.

Location and Travel

This is a remote position. While candidates in the greater Los Angeles area are strongly preferred due to ease of travel to Northern California, we are also open to candidates based in Dallas, San Francisco, San Diego, and Seattle. Oscar's Place would additionally welcome candidates interested in relocating to Hopland, California, where the sanctuary is located.

Bringing donors to the ranch is a specific priority for this role. Oscar's Place has guest housing on site and good local dining, and the Co-Founder and CEO will be personally and directly available to support these visits.

The Head of Fundraising will travel as needed to cultivate and steward donors, attend key fundraising meetings and events, and support organizational priorities. The role also includes participation in twice-yearly, in-person leadership team gatherings at the ranch. Candidates should be comfortable with regular travel and recognize the value of in-person engagement in advancing meaningful philanthropic relationships.



Salary

The range for this position is \$150,000 - \$170,000 commensurate with experience. Benefits include retirement (401k with 8% employer match), PTO, equipment provided (laptop, software, donor management system, prospect research tools, AI workflows), and travel reimbursement at Oscar's Place standard rates.

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. **Include your resume and cover letter upon submission. In your cover letter, please address the following:**

- One specific story about a major gift you closed and what made it work.
- One specific story about a major gift that did not close and what you learned.
- Why this role, at Oscar's Place, at this moment.

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 October.



[Submit an application](#)

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