



## **Director of Development**

Mystic Ocean Adventures (MOA)

Santa Barbara, California.

Currently this is a remote position with travel for events, donor meetings and other special events. Candidates should be willing to relocate or spend substantial time in the region.

### **About Mystic Ocean Adventures**

Mystic Ocean Adventures (MOA) is an emerging nonprofit based in Santa Barbara, dedicated to inspiring and empowering youth through transformative, hands-on ocean education experiences aboard the historic tall ship Mystic Whaler. MOA fosters curiosity, environmental stewardship, and leadership through programs that connect young people to the sea and to one another.

As a new organization with a bold vision and entrepreneurial spirit, MOA is building the foundation for long-term sustainability, visibility, and community impact.

### **Position Overview**

The Director of Development will help shape organizational strategy as a member of the leadership team. While MOA is growing, it benefits from strong founding support, committed leadership, and a clear strategic trajectory. A rare opportunity to shape a mission-driven organization at a formative stage. This role will be supported by staff, contractors, and board partners as the development function scales.

Reporting to the Executive Director and working closely with the Board of Directors and Founding Benefactors, this individual will design and implement a comprehensive development program to support MOA's growth and sustainability — including major and leadership gifts, corporate and foundation support, grant preparation, special events, and annual and planned giving. The individual will collaborate with marketing operations, education and program staff, and volunteers, to connect donors meaningfully to the mission and impact.

Success in year one will include establishing a major gifts pipeline, launching Lodestar Leaders, and securing early philanthropic commitments. This is an extraordinary opportunity for a dynamic, relationship-driven, and creative development professional to help shape a new nonprofit from the helm.

### **Qualifications**

Minimum Requirements:

- Bachelor's degree or equivalent professional experience. 5+ years of progressive experience in fundraising, donor relations, or related fields.

- Demonstrated success building authentic relationships that lead to investment or engagement
- Ability to think strategically and execute operationally
- Strong written and verbal communication skills
- Comfort working in evolving environments
- Familiarity with CRM systems or willingness to learn quickly
- Passion for youth development, environmental stewardship, or experiential education
- Existing regional relationships are helpful but not required; demonstrated ability to build networks quickly.
- Familiarity with ocean, sailing, or experiential education organizations is a plus but not a requirement

### **Work Schedule**

This is a full-time, salaried position that is primarily in person and deeply connected to the communities MOA served. The Director of Development will regularly meet face-to-face with donors, partners, and supporters throughout Santa Barbara, Ventura, Oxnard, and the surrounding areas. While flexibility for remote work is required, a consistent local presence is essential. Candidates must be based within a reasonable driving range (including the greater Los Angeles area) and able to travel frequently within the region. Some evening and weekend work is required.

### **Compensation & Benefits**

Compensation is competitive and commensurate with experience, with a range of \$100,000 to \$125,000 per year.

- Health/dental/vision
- 80 hours PTO
- Professional development
- Flexible scheduling
- Professional conference attendance
- Mission-aligned perks (sailing experiences, youth program participation, etc.)

Mystic Ocean Adventures is an equal opportunity employer and encourages candidates from diverse backgrounds to apply.

### **To Apply**

Please submit a cover letter detailing your relevant experience, résumé, and the contact information for three references to Mystic Ocean Adventures at [Careers@sailmoa.org](mailto:Careers@sailmoa.org) with the subject line Director of Development Application. Applications will be accepted on a rolling basis until the position is filled.

MOA is an equal opportunity employer and encourages candidates from diverse backgrounds to apply. MOA is committed to creating a diverse, equitable, and inclusive workplace. MOA values collaboration, creativity, and mission-aligned experimentation.

March 6, 2026