

POSITION ANNOUNCEMENT

PRESIDENT & CEO

WHAT WE DO

Creating opportunity, transforming lives... one scholarship at a time.

We believe that every motivated, deserving student with the desire for higher education should have the opportunity to pursue it. Our efforts began in 1962 when a visionary group of parents and educators in Santa Barbara created the Scholarship Foundation of Santa Barbara (SFSB) to eliminate disparities between who can and cannot access postsecondary education. Ignited by the vision of our founders, we exist to encourage and support Santa Barbara County students to and through college, graduate, and vocational school by providing information, advising, and scholarships.

Today, we are the nation's largest community-based provider of college scholarships, having cumulatively awarded more than \$167 million to over 64,000 Santa Barbara County students. Funded entirely through philanthropy, we awarded 2,125 scholarships totaling \$7.7 million in 2025, and each year, we provide critical financial aid advising services to some 20,000 county residents.

Beyond direct scholarship awards, we empower students to make informed, strategic financial decisions regarding their education. Our staff provides expert guidance through the complexities of federal and state financial aid forms, scholarship applications, and award letter analysis—all free of charge. Last year, through our advisory services, we helped scholarship recipients secure an additional \$50.5 million in federal, state, and institutional aid. For more information, please visit www.sbscholarship.org.

LEADERSHIP & CULTURE

Our work is guided by a highly engaged and connected Board of 26 community leaders from across the region. With an annual operating budget of \$10.7 million, a carefully managed endowment of \$78 million, and through the annual distribution of approximately \$7.7 million in scholarship awards, our team of 18 professionals delivers services through two offices covering North and South County Santa Barbara. As a founding member of Cal-SOAP (California Student Opportunity and Access Program), we partner closely with a diverse range of organizations, including schools, community-based organizations, businesses, and funders. Thanks to an exceptionally efficient use of resources, SFSB has earned the top 4-star ranking from Charity Navigator for the past 10 years, with 100% of gifts intended for scholarship funding going directly to deserving students.

SFSB's success is rooted in an enviable, positive culture where our highly skilled team operates with mutual respect and a shared commitment to the mission. We foster a collaborative environment that values work-life balance, independence, and the trust of an approachable, transparent leadership team. This supportive atmosphere has led to remarkable continuity, with some staff members serving the organization for nearly two decades. Our work is further strengthened by the lived experience of team members who were once scholarship recipients themselves, bringing a unique and personal perspective to everything we do.



BENEFITS & FEATURES

- Salary – \$275,000 - \$300,000 DOE/Neg.; bonus eligible.
- 403(b) plan with a 5% match. After 1 year of service, SFSB contributes an additional 2% of the employee's salary.
- 457(b) deferred compensation plan available as authorized by the Board of Directors.
- 100% employer-paid medical, dental, and vision insurance, long-term disability, life insurance, and workers' compensation insurance.
- Flexible Spending Accounts and Employee Assistance Program
- PTO: 4 weeks paid vacation, 10 paid sick days, 14 paid holidays.

LOCATION

SFSB's headquarters is located in Santa Barbara with a satellite office in Santa Maria, CA.

POSITION SUMMARY

This is an incredible opportunity to lead one of the most established and well-known philanthropic organizations in the region. With over \$86 million in assets under management, SFSB has a 60+ year legacy of transforming lives; in fact, many current and former civic leaders are past SFSB scholarship recipients.

As the primary champion for educational equity in the county, the President & CEO serves as a highly visible leader, working in close partnership with the Board and overseeing a dedicated professional team, including five direct reports: Chief Programs Officer, Chief Financial Officer, Chief Communications Officer, Chief Development Officer, and Executive Assistant/Office Manager.

SFSB is in a place of great financial strength, yet we believe there is significant unrealized potential to deepen our impact. We seek a visionary leader who can scale our reach—particularly in underserved regions—through the careful stewardship of resources and the continued implementation of an innovative, data-driven development and donor engagement strategy.

1st Year Priorities

- **Relationship Building:** Execute the final phase of the Strategic Plan while building authentic, trust-based relationships with the Board, staff, donors, and educational partners.
- **Fundraising:** Support a comprehensive \$9 million fundraising strategy encompassing unrestricted, restricted, endowment, and bequest goals to ensure long-term organizational sustainability.
- **Geographic Expansion:** Drive growth into Mid and North County by increasing brand visibility, service footprint, and Board representation from these regions.
- **Programmatic Scaling:** Enhance resources to ensure scholarship delivery effectively meets the evolving needs of students across the county.

DUTIES & RESPONSIBILITIES

- Engage and inspire a diverse range of internal and external stakeholders to support our work and help advance our mission of higher education for all.
- Enhance and support the work of the Board of Directors by managing, monitoring, and executing the organization's fiduciary responsibilities to the community.

- Lead fund development efforts and participate in securing and stewarding donations.
- Serve as a visible public advocate for SFSB and our need for philanthropic support; cultivate and build relationships and partnerships that help advance our mission.
- Provide inspirational leadership, team building, and growth opportunities to the professional staff, while ensuring the effectiveness and efficiency of the organization's programs and activities.
- Exercise prudent and respectful oversight of the funds that have been entrusted to the organization in support of its service to the community.
- Guide the organization through regular strategy and planning sessions to assess programmatic effectiveness and financial objectives, within a complex, evolving educational landscape.
- Ensure adherence to the highest ethical standards, driving operational accountability and compliance with all relevant legal guidelines and best practices.

BACKGROUND PROFILE

- A bachelor's degree is required; an advanced degree is desirable.
- A successful track record in fundraising, stewarding, and diversifying funding sources such as individual giving, events, grants, endowments, and other partnerships.
- Seven to ten years of senior leadership and management experience, including strategy development, board engagement, change management, team collaboration, and talent development. Nonprofit or higher education experience preferred.
- Demonstrated success in building effective partnerships across geographically and socioeconomically diverse regions, with the cultural competency to engage and inspire a broad range of stakeholders, including donors, businesses, elected officials, and community-based organizations.
- Superb people skills, with exceptionally well-developed listening and communication skills, and the ability to connect with and inspire confidence among a wide range of stakeholders.
- Excellent public speaking and storytelling ability.
- Highly empathetic, exhibiting sound judgment, tact, and diplomacy when dealing with internal and external stakeholders.
- Demonstrated success in driving organizational growth and creating and implementing innovative programs with a data-driven lens.
- A solid fundamental understanding of fiscal management with experience developing and managing budgets. Experience and knowledge of endowments preferred.

TO APPLY, PLEASE SEND YOUR RESUME TO:

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