

DIRECTOR OF ADVANCEMENT SEARCH

SAN DOMENICO SCHOOL

San Anselmo, California

sandomenico.org

Start Date: July 1, 2026 or sooner



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

To provide exceptional education rooted in inquiry, reflection, and purpose.

At a Glance



Established
1850



Enrollment
675



Total faculty
95+



Student-teacher ratio
9:1



Nationalities
represented in the
student body
20+



Financial aid awarded
\$9.5M



Faculty with advanced degrees
75%+



Campus size
515 acres

Languages spoken: 33
Students receiving aid: 33%

Endowment: \$19.6M
Annual operating budget: \$39M



Overview

Located on a bucolic 515-acre campus in the hills of San Anselmo, Marin County, California, San Domenico School is California's oldest independent school. It holds a unique place in the Northern California market, offering a K-12 program for day students and a boarding option for Grades 9-12. Serving 675 students, San Domenico is renowned for academic excellence, values-driven learning, meaningful service, and a vibrant community experience. The San Domenico community is warm and supportive, with students and alumni alike speaking of the meaningful, lifelong connections forged during their time at school.

Founded in 1850 by the Dominican Sisters, San Domenico has a rich history of adaptability and leadership. Originally located in Monterey, the school relocated several times as the state developed, opening its current San Anselmo campus in 1965. San Domenico has successfully navigated pivotal transitions in recent years, including extending coeducation to the Upper School in 2015 and transitioning to an independent, non-denominational institution in 2017. While no longer religiously affiliated, the school deeply honors its Dominican heritage through a mission grounded in study, reflection, community, and service.

In 2024, the San Domenico community enthusiastically welcomed Paul Sanders as Head of School. This year, the school celebrates its 175th anniversary and the launch of a new strategic plan—another milestone in a long history of thoughtful evolution and mission-driven growth.

San Domenico now seeks an experienced and mission-aligned fundraising professional to serve as the school's next Director of Advancement. Reporting directly to the Head of School, the Director of Advancement will be a vital member of the senior leadership team, working closely with the Board of Trustees and partnering with all constituencies. This role is pivotal in ensuring the school's strategic goals are reached through successful philanthropic activity. Leading the school's advancement team and a dedicated group of volunteers, the Director of Advancement will oversee all aspects of San Domenico's fundraising programs. Compelling candidates will demonstrate proven experience in both fundraising and team management, along with a deep commitment to San Domenico's mission and values.



Opportunities and Challenges

The next Director of Advancement at San Domenico is joining the school at an exciting time. Head of School Paul Sanders, in his second year leading the school, has brought fresh and innovative energy to the community. Paul is an enthusiastic and strategic leader who values the role of fundraising in building community and supporting institutional growth. He seeks a strategic partner in the Director of Advancement and will rely heavily on their expertise to ensure that San Domenico is setting and reaching its philanthropic goals. Work has just concluded on the creation of San Domenico's next strategic plan and the community will come together throughout the 2025-26 school year to celebrate their landmark 175th anniversary. The initiatives of the strategic plan will be supported by philanthropic efforts, and an imminent capital campaign is expected.

The Director of Advancement serves as the leader of the Advancement Office, overseeing a team of four (Assistant Director of Advancement, Director of Alumni Engagement, Director of Annual Giving and Parent Engagement, and an Advancement Systems Manager) all with varying tenures at the school. The team possesses significant fundraising experience and a shared palpable dedication to the school. The San Domenico Fund, directed to annual operating support, is the primary giving program at the school currently. It raises approximately \$1.1 million and appreciates participation from many in the community, and, at the same time, there is remarkable growth potential. The office oversees a robust calendar of advancement and community events, including a spring fundraiser. The Director of Advancement will be charged with assessing the program, recommending changes and evolution, and creating and evaluating short- and long-term goals.

San Domenico is the beneficiary of tremendous affection from all constituencies and alumni, parents, students, faculty, and staff speak with passion and dedication of their commitment to the school. At the same time, recent events at the school (coeducation, separation from the Church, leadership transition) have created unrest for some in the San Domenico community. The Director of Advancement will connect and engage authentically with all constituents, understand their unique views and perspectives, and align their interests with the school's philanthropic priorities.



The priorities, challenges, and opportunities ahead include:

- Providing strong leadership to the Advancement Office via clarification of roles and responsibilities, collaborative and ambitious fundraising goal setting, advocacy, clear communication, professional development, and constructive evaluation;
- Overseeing the advancement budget and ensuring that it aligns with San Domenico's priorities;
- Partnering with the Head of School and an engaged Board of Trustees to advance San Domenico's mission via a robust philanthropic program;
- Clarifying, communicating, implementing, and evaluating annual and long-term strategic goals for the department;
- Collaborating closely with a strong leadership team, fostering productive partnerships with experienced colleagues including the Director of Communications and Marketing, the Director of Admissions and Enrollment Management, and the Chief Financial Officer.
- Cultivating new and established relationships throughout the San Domenico community;
- Continuing to educate the San Domenico community about the role of philanthropy and the work of the Advancement Office;
- Connecting with constituencies with diverse San Domenico experiences and sentiments;
- Developing cultural competencies and international strategy to grow global philanthropy, leveraging travel and targeted communication to engage San Domenico's international boarding and alumni communities.
- Supporting a culture of philanthropy that is inclusive of all community members.



Qualifications and Personal Attributes

- Inspiring leader, natural connector, and supportive and strategic manager;
- Tenacious goal-orientation mixed with a collaborative, wise, and creative spirit;
- Capital campaign experience;
- Deep listener and compelling storyteller;
- Strong financial and systems acumen;
- Team-developer and relationship-builder with high emotional intelligence;
- Strategic thinker who identifies, pursues, and implements growth opportunities on behalf of the school;
- Commitment to building community and living the school's mission;
- Capacity and willingness to build trust with colleagues, creating open dialogues and high morale within and beyond the Advancement Team;
- Sophisticated communication skills, both oral and written, and the capacity to tailor messaging to the needs and interests of all audiences;
- Ability to disseminate financial and other reports accurately and transparently.

Learn More

Click on the links below to learn more about San Domenico School.

[School Website](#)

[College Matriculation](#)

[School History](#)

[School Profile](#)

[Virtual Campus Tour](#)

[About San Anselmo, California](#)

[Diversity, Equity, and Inclusion](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Jonathan Ball

Managing Associate
jball@carneysandoe.com

Sara Shulman

Practice Leader – Development and Finance/Senior Consultant
sara.shulman@carneysandoe.com

The full-time equivalent salary range for this position is \$210,000--\$225,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.