



Director of Development
International School Los Angeles
Los Angeles, CA

Founded in 1978 International School Los Angeles (LILA) is a bilingual French American college preparatory school, serving over a 1,000 students in grades PK-12. The school's mission is to cultivate an intrinsic global mindset as students learn to think critically, engage meaningfully, and thrive through an education in French and English—anchored in Francophone culture and enriched by an international curriculum and community. The delivery of the mission is anchored in the commitment of each member of the school's community to uphold the core values of respect, excellence, and diversity.

The school is comprised of 4 campuses throughout greater Los Angeles. LILA bases its curriculum on -- and embraces the philosophies of -- a combination of the French educational system and the International Baccalaureate system. LILA's academic program is based on a bicultural program which results in a French Baccalaureate and/or an International Baccalaureate IB Diploma Programme. Because the school's students, teachers and staff come from many nations (51 nationalities with over 38 languages spoken at home) the concept that we are all citizens of one world is emphasized throughout the community.



**Carney
Sandoe**
& ASSOCIATES

Carney, Sandoe & Associates

The Search Group

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Director of Development:

Reporting to and working closely with the Head of School, the Director of Development will provide strategic vision, leadership, and oversight for all aspects of LILA's development program. This individual will design and execute a comprehensive fundraising strategy to deepen philanthropic engagement and significantly grow support for the School's mission and strategic priorities. The Director of Development is responsible for providing leadership for and strategically managing the school's fundraising programs, including the Annual Fund, Capital and Major Gift Campaigns, and Planned Giving. The Director of Development also manages and oversees Special Events and Alumni Relations. The successful candidate will bring both strategic insight and strong relationship-building skills, ensuring that the School's culture and values remain at the heart of all community engagement efforts.



Key Responsibilities:

- **Fundraising Leadership:** Shape and drive fundraising efforts in collaboration with the Head of School and Board, leading the Development team to establish and achieve long- and short-term financial targets for revenue and capital fundraising.
- **Strategy & Implementation:** Implement an integrated approach to major gifts and regular giving, identifying and prioritizing high-potential funding opportunities.
- **Representation & Collaboration:** Represent LILA internally and externally to raise the Development team's profile and enhance fundraising outcomes. Work collaboratively across LILA to ensure fundraising aligns with overall objectives and embeds a culture of advancement.



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Key Responsibilities (continued):

- **Team Management:** Provide inspirational leadership to the Development team, fostering an environment where they can deliver results efficiently. Manage departmental budgets, including reporting and analysis.
- **Donor Engagement & Growth:** Effectively engage with and actively expand LILA's network of donors and supporters.
- **Strategic Contribution:** Maximize fundraising activities through collaboration with LILA's French and US Foundations. Contribute to LILA's strategic planning as a key member of the Senior Leadership Team.
- **Evaluation & Optimization:** Regularly monitor and evaluate fundraising initiatives, ensuring efficiency and favorable cost-to-income ratios. Assess opportunities to maximize short-, medium-, and long-term fundraising.



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Essential Experience & Knowledge:

- Strong track record in philanthropic fundraising within organizations of comparable scale, including securing seven-figure (and higher) donations from local and international high-net-worth individuals.
- Proven experience in shaping, directing, and delivering successful capital fundraising projects.
- Successful track record of managing high-level volunteer boards and complex donor relationships requiring a bespoke approach.
- Thorough understanding of philanthropy best practices and experience developing strategic fundraising and regular income generation.
- Fluent in English and French.

Desirable Experience & Knowledge:

- Fundraising experience in an international environment, ideally within the United States.
- Knowledge of school fundraising.

Skills, Abilities & Attitudes:

- Strategic, analytical, and entrepreneurial with strong leadership skills.
- Sophisticated relationship-building and communication skills; able to liaise, network, and influence at all levels.
- Highly nuanced political and cultural sensitivity.
- Motivated, initiative-driven, and results-oriented with clear thinking and sound judgment.
- Capacity to negotiate through personal influence; innovative, opportunistic, resourceful, and resilient.
- Diplomatic, discreet, and persuasive.
- Significant experience managing and developing teams with proven success in achieving ambitious targets.



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Compensation:

LILA offers a competitive benefits package and the Director of Development salary range is \$140,000-\$160,000. Final salary will depend on several factors, including a candidate's qualifications, skills, education, experience, and may fall outside of the range shown.

Interested Persons Contact:

Jonathan K. Ball
Managing Associate
Carney, Sandoe & Associates
617-933-3450 (dir)
jball@carneysandoe.com

All inquiries and nominations are kept confidential

LILA is an equal opportunity employer in accordance with the California Fair Employment and Housing Act (FEHA).



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