NONPROFIT

The nonprofit sector is made up of mission-driven organizations that use their resources to serve the public good rather than generate profit.

" The nonprofit industry's many diverse subsectors include education; human services (e.g., shelters, food banks); arts, culture and humanities; advocacy and civil rights; and environmental conservation. "

– Robert Half: Employment Trends Spotlight (2025)

Representative Occupations

Occupation	Salary	Level
Fundraising Specialist	$ 65K-125K/year	Entry
Fundraising Manager	$ 79K-151K/year	Mid-career
Grants Manager	$ 70K-130K/year	Mid-career
Community Relations Manager	$ 51K-95K/year	Entry
Marketing Coordinator	$ 51K-91K/year	Entry
Marketing Manager	$ 97K-131K/year	Mid-career
Policy Analyst	$ 84K-156K/year	Mid-career
Social Services Assistant	$ 40K-55K/year	Entry
Case Manager	$ 48K-78K/year	Entry
Social Worker	$ 58K-112K/year	Mid-career
Executive Director	$ 84K-156K/year	Senior

Source: *Lightcast (Oct 2025) NOVAworks Jurisdiction*
Methodology: *By occupation salaries local to San Jose-Sunnyvale-Santa Clara MSA and San Francisco-Oakland-Fremont MSA*

Local Employers

Education
Bay Area Tutoring Association
Read Santa Clara
Santa Clara Schools Foundation
United Through Education
Vision Literacy

Human Services
Community Services Agency
River of Life Foundation
Second Harvest of Silicon Valley
Sunnyvale Community Services

Arts, Culture, and Humanities
Community School of Music and Arts
EnActe Arts
Palo Alto Art Center Foundation

(Other organizations exist but are outside the NOVAworks service area)

Career Advisor Corner

People who work in non-profits often do many tasks beyond their job title. Almost everyone is involved in fundraising in some respect.

Nonprofits seek employees who are not just skilled, but mission-driven and ready to tackle challenges with limited resources.

Professional Associations

AFP Silicon Valley
CalNonprofits
Thrive Alliance
Silicon Valley Council of Nonprofits

Job Boards

Idealist
Together Bay Area