



**POSITION BRIEF**

**ASSOCIATE VICE PRESIDENT,  
MAJOR AND LEADERSHIP GIFTS**





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### FOR MORE INFORMATION

KCI (Ketchum Canada Inc.) has been retained to conduct this search on behalf of ROM Governors. For more information about this opportunity please contact Jill Anderson, Senior Consultant, KCI Search + Talent by email at [ROMAVP@kcitalent.com](mailto:ROMAVP@kcitalent.com). All inquiries and applications will be held in strict confidence.

Interested candidates should send their resume and letter of interest to the email address listed above by **September 14, 2023**. Note that we will be reviewing candidate submissions as they are received, and ROM Governors may choose to move forward with interviews before the deadline. Early submission is encouraged.

**Diversity Statement:** At ROM, we consider equity, diversity, and inclusivity foundational to our institutional success. We seek to foster a workplace that reflects the full breadth of the communities we serve and welcome applications from women, racialized persons/BIPOC, Indigenous/Aboriginal People of North America, 2SLGBTQ+, and people with disabilities.

**Accessibility Statement:** ROM is committed to fair and accessible employment practices. Upon request, suitable accommodations are available under the Accessibility for Ontarians with Disability Act (AODA) to applicants invited to an interview.





## ASSOCIATE VICE PRESIDENT, MAJOR AND LEADERSHIP GIFTS

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### THE OPPORTUNITY

This is an exciting time to join ROM Governors, as it undertakes an ambitious fundraising campaign to support ROM's bold plans as a 21st-century museum, embracing change and pursuing innovation.

ROM Governors is seeking an experienced, dynamic, and entrepreneurial Associate Vice President, Major and Leadership Gifts (AVP) to join a team of enthusiastic and high-performing fundraisers embarking on the largest and most comprehensive campaign in the history of the ROM.

Reporting to the Executive Vice President, Philanthropy, the AVP is a passionate philanthropy advocate dedicated to empowering donors and fostering meaningful connections with causes close to their hearts. As a key member of the philanthropy team, the AVP will play a leadership role in building authentic relationships that inspire philanthropy for art, culture, and nature as we focus on sharing ROM's exciting priorities that will enrich lives and leave a lasting legacy for generations to come.

Working closely with the Executive Vice President, Philanthropy, the AVP will craft and deliver personalized engagement plans, supporting team members, senior administrators, and volunteer leadership to cultivate meaningful connections with donors, driven by understanding their passions and values. In addition, the AVP will engage our generous supporters, with a focus on building and maintaining strong relationships and creating unique opportunities for them to witness the power and impact of their contributions firsthand.

Enthusiastic about ROM's ability to provoke and inspire, move minds, reframe understanding and capture the heart, the new AVP will bring curiosity, strong and artful engagement skills, and the ability to listen and understand donor motivation to this exciting new role.

As a passionate, donor-centred, and collaborative fundraiser who believes in the transformative powers of museums and philanthropy, the AVP will be highly collegial, strategic, and comfortable working in a complex and fast-paced environment. Leading a small team, you are a positive thinker and role model who demonstrates leadership, collaboration, respect, and excellence.

The salary range for this position is \$120,000 - \$160,000 and includes a pension and comprehensive benefits plan. Currently, ROM Governors works within a hybrid model, providing flexibility for staff to work remotely two days per week.

***This is an exciting time of growth at ROM Governors and in addition to the Associate Vice President, Major and Leadership Gifts, we are also seeking a Director, Principal Gifts. For more information on the Director position, please contact Jill Anderson, Senior Consultant, Search + Talent at [ROMAVP@kcitalent.com](mailto:ROMAVP@kcitalent.com).***

## ABOUT ROM

Founded in 1914, the Royal Ontario Museum showcases art, culture, and nature from around the world and across the ages. Among the top 10 cultural institutions in North America, Canada's largest and most comprehensive museum is home to a world-class collection of 13 million artworks, cultural objects, and natural history specimens, featured in 40 gallery and exhibition spaces. As the country's preeminent field research institute and an international leader in new discoveries, ROM plays a vital role in advancing our understanding of the artistic, cultural, and natural world. Combining its original heritage architecture with the contemporary Daniel Libeskind-designed Michael Lee-Chin Crystal, ROM serves as a national landmark, and a dynamic cultural destination in the heart of Toronto for all to enjoy.



## ABOUT ROM GOVERNORS

Established in 1992 as the ROM Foundation, the office of ROM Governors is responsible for all philanthropic activities in support of the Museum's highest priorities. Its work enables ROM to better serve its diverse and ever-changing community, by fostering long-term sustainable relationships of exceptional value both to the institution and its donors. The office of ROM Governors is supported by an independent Board which provides leadership in a wide range of philanthropic activities supporting ROM programs, research, collections, galleries, exhibitions, and outreach programs.



**Our Mission:** To be the top cultural foundation in Canada, inspiring support and ensuring long-term sustainability for the ROM.

**Our Vision:** Ensuring wonder and discovery at ROM for generations to come.

### Our Values:

- Accountability: Responsible fundraising, transparent reporting.
- Engagement: Fostering relationships, inspiring support.
- Excellence: Leaders in best fundraising practices, exceeding expectations.
- Respect: Honouring contributions, working together.

Philanthropy has been at the heart of the ROM since its inception more than 100 years ago. Financial support, patronage, donations, and acquisitions helped establish the Museum and continue to be a crucial component of the ROM's success today.

Learn more about how [Canadians built Royal Ontario Museum.](#)

## ADDITIONAL INFORMATION

- [ROM Website](#)
- [Exhibitions & Galleries - ROM](#)
- [Collections & Research - ROM](#)
- [Toward Greater Inclusion and Equity at ROM](#)
- [Policies - ROM](#)
- [Ethics and Transparency - ROM](#)
- [Financial Statements 2021 - 2022](#)
- [Annual Report 2021 - 2022](#)
- [Year in Review 2022](#)

## KEY DUTIES AND RESPONSIBILITIES

- Spearhead the development of tailored engagement plans that resonate with our donors' passions and values, ensuring an enriching and rewarding giving experience, with a focus on donors in the \$100K - \$999K range.
- Nurture relationships with donors who share our vision for promoting art, culture, and nature, by using your expertise in cultivating genuine relationships to inform and inspire.
- Work collaboratively with and in support of leadership volunteers and other Museum representatives to carry out compelling and values-aligned donor engagement plans focused on advancing our shared vision.
- Identify opportunities for collaborative partnerships across other ROM Governors' fundraising program areas (annual giving, legacy giving and principal giving) that align with donors' interests, maximizing the collective impact of their philanthropy.
- In collaboration with the Executive Vice President, Philanthropy, identify funding priorities with ROM staff and convert priorities into action plans and engagement opportunities that resonate with donors and align with their passions and interests.
- Develop authentic relationships with volunteers, engaging them as ambassadors and working together to connect others to the transformative power of giving through art, culture, and nature.
- Curate unforgettable donor events, offering unique opportunities for donors to engage with the art, culture, and nature they support firsthand.
- Embrace, model, and promote a culture of gratitude, ensuring that donors feel valued and appreciated for their vital role in advancing our shared mission.
- With an eye to achieving targets, lead a team of professionals, in support of ROM's transformational campaign, embracing change and pursuing innovation.
- Model best practices in collaboration and maintain a positive working environment with all audiences.
- Measure, monitor and manage the overall performance of team members against set performance targets.
- Ensure compliance with all regulations, policies and ethical standards that pertain to fundraising.
- Personally engage and be familiar with all funding opportunities and levels of support, working collaboratively to maintain a positive environment with all internal audiences.
- Participate in additional events managed by other ROM Governors departments, as needed.

## QUALIFICATIONS & KEY COMPETENCIES

- Minimum of seven years experience with demonstrated success developing and implementing personalized donor engagement plans.
- Exceptional interpersonal and communication skills, with a talent for engaging with donors in an authentic and compelling way.
- Demonstrated experience engaging volunteer ambassadors and supporting them as they engage others with a focus on values and donor interests.
- Previous experience managing senior volunteer leadership within a sophisticated fundraising structure.
- Passion for the arts, culture, and nature, with an ability to inspire others to share in that passion.
- Experience leading and supporting a team, combined with a proven ability to guide and motivate staff, developing and mentoring individuals and teams toward fundraising success.
- Ability to drive and achieve financial targets.
- Exceptional interpersonal and communication skills to inspire confidence and trust with donors, patrons, senior volunteers, senior Museum staff and other stakeholders, and the ability to represent the ROM in a variety of public situations.
- Demonstrated business intelligence and situational analysis skills, ideally in a complex environment.
- Excellent problem-solving skills, business acumen, strategic aptitude, and sound judgment.
- Exceptional and proven oral and written communication skills.
- Knowledge of, and experience with, the Toronto philanthropic community desired.
- Competence in a variety of computer applications, including database, spreadsheet, and word processing programs.
- Experience using donor management fundraising software or CRM, with RE or RE NXT familiarity preferred.
- A flexible schedule which allows for multiple after-hours events and meetings.
- Ability to handle sensitive and confidential information appropriately and with discretion.

ROM Governors recognizes its heightened duty to protect employees from health and safety risks. As such, an offer of employment shall be conditional on proof of full COVID-19 vaccination with a vaccine series approved by Health Canada or the World Health Organization.

The selected candidate will be required to participate in a Criminal Background Check conducted via Profile Investigation Inc.



## BIOGRAPHIES

### **John Kearsey / President & CEO, ROM Governors**



John Kearsey is a seasoned philanthropic executive with diverse leadership experience across the university, healthcare, and private sectors. He joined ROM Governors as President & CEO in January 2022, inspired by the Museum’s mission to help people understand the past, make sense of the present and come together to shape a shared future.

A dedicated fundraising professional for over 25 years, John has led high-performing advancement teams in Australia and Canada and has worked with donors and stakeholders at the international level.

John has a strong history of community leadership and passionately champions culture, arts, and artists. He served as a member of the Board of Directors of the Royal Manitoba Theatre Centre and has been involved on many boards including the I.H. Asper School of Business Associates, the International Distinguished Entrepreneur Award, and the James W. Burns Leadership Institute Advisory Board. In 1985, Kearsey received the Terry Fox Humanitarian Award and today is the board chair of the program. He also serves as a board member of the Terry Fox Foundation.

John’s commitment to best practices and evidence-based decision-making, in addition to his bold embrace of change, mark him as an admired leader in his field. In 2020, he was recognized with the AFP Manitoba Outstanding Professional Fundraiser Award. John is a graduate of Memorial University of Newfoundland and holds a BA in Religious Studies and English as well as a Certificate in Business Administration

### **Steven Presser / Executive Vice President, Philanthropy, ROM Governors**

Steven Presser is Executive Vice President, Philanthropy of ROM Governors where he serves on the executive leadership team responsible for achieving aspirational philanthropic goals to advance ROM’s ambitious vision and mission.

Steven has 15 years of progressive experience in complex organizations across a range of sectors and a track record of securing and stewarding seven-figure gifts through all donor categories. He came to ROM Governors from St. Joseph’s Health Centre Foundation, where as VP, Development, he was responsible for leading all annual fundraising streams – major gifts, legacy and annual giving, events, and stewardship.

Steven is a driven, energetic, and highly personable fundraising executive committed to building deep, meaningful and impactful relationships with donors and volunteers.

## ROM BOARD OF GOVERNORS

- Jeff Willner, Chair
- Stephen W. Bowman, Vice-Chair
- Patricia L. Olasker, Vice-Chair
- Robert E. Pierce, Vice-Chair
- Shreyas Ajmera
- Isabel Alves-Vettoreto
- Daniel N. Argiros
- Salvatore (Sal) Badali, Ex-Officio
- Jennifer Ivey Bannock
- Josh Basseches, Ex-Officio
- Robert A. Keilty
- Michael Lee-Chin, O.Ont.
- Dan Mishra
- Jordan Sarick
- Cathy Spoel
- R. Browning Watt, K.C.
- John Bianchini
- Mary Anne Bueschkens
- Helen Burstyn, C.M.
- Robert Chant, Ex-Officio
- W. Robert Farquharson
- Angelita Graham
- Linda Hasenfratz, C.M.
- Barbara Hennick
- Christopher W. Jamroz
- John Kearsey
- Richard S. Wernham
- Salim A. Manji
- D. Jim Mirkopoulos
- Robert H. Pitfield
- Prem Watsa, C.M.

