



## DIRECTOR OF DEVELOPMENT

<b>Position Title:</b>	Director of Development
<b>Position Type:</b>	Permanent, Full Time
<b>Location:</b>	Hybrid work model Office location: 5657, 15 <sup>th</sup> Side Road, Milton, ON
<b>Reports To:</b>	Chief Executive Officer
<b>Salary:</b>	\$100k - \$125k annually
<b>Benefits:</b>	Comprehensive Benefit Package (health, dental, vision, long-term disability) RRSP matching program (3% of earnings)

### **The Opportunity:**

Our Director of Development is an outgoing and driven fundraising professional with demonstrated success creating and executing comprehensive fundraising strategies that diversify and optimize revenue streams for mid-size charities. Leading a team of professionals in fundraising, volunteer services, marketing and communications, this position is responsible for the full scope of activities related to the creation and implementation of a strategic development plan to generate \$3M+ annually and elevate brand awareness for our organization, the only one of its kind in Canada.

The Darling Home for Kids experienced rapid growth over the past 5 years, with our annual giving portfolio doubling in size and the completion of a \$7.2M capital campaign. Our Director of Development will be a strong leader, adept at building relationships with donors and volunteers, and with the vision and skillset to create and execute a fundraising strategy that will bring The Darling Home for Kids to the next level. In 2024 we will be expanding our Home, while executing the final year of our fundraising strategy with an emphasis on increasing our donor community so we can support the future growth of our programs. It's an exciting time to lead our fundraising efforts and make an impact on families in Ontario who are raising a child with complex medical needs.

### **Who we are:**

We envision a world where no child is too complex to receive the love, care, and support they deserve. The Darling Home for Kids provides professional, holistic, high-quality, and personalized hospice, respite, and residential care for children with medical complexities and their families.

By joining our team, you will be growing with us as we embark on our journey to complete our capital expansion in 2024. This construction project will expand our walls and increase our ability to provide care for one of the most vulnerable populations in our community. With plans to build new bedrooms and revitalize both our clinical and therapeutic spaces, we are excited to build more space for the moments that matter.

### **Responsibilities:**

#### **Strategy, Development and Implementation – 35%**

- Develop, implement, and monitor a comprehensive multi-year fundraising strategy aligned with organizational strategic objectives in consultation with stakeholders, ensuring year-over-year growth and sustainability.

- Create and implement plans for annual fundraising using tactics and KPIs, incorporating long-term strategy, fiscal budget requirements and human resource capacity.

### **Revenue Generation – 35%**

- Maintain a personal pipeline of five to seven-figure donors to meet annual and capital revenue needs with a fiscal target based on organizational priorities.
- Manage corporate, foundation and individual major gift prospects from identification through to cultivation, solicitation, and stewardship.
- Plan, develop, manage, and evaluate the full scope of fund development, including direct marketing, major gifts, planned giving, signature events, corporate partnerships, grant applications and other initiatives.
- Manage and evaluate donor recognition and stewardship programs establishing metrics and goals for donor acquisition, retention, and elevation.

### **Management and Leadership – 20%**

- Provide fundraising and business development expertise as part of the senior leadership team, to members of the Board of Directors and Development Committee.
- Manage the Development department and six direct reports, including fundraising, volunteer services, marketing, and communications personnel.
- Remain apprised of emerging non-profit sector trends and legislation, maintaining organizational compliance and implementing evidence-based strategies.
- Provide leadership and oversee the activities of the Development Committee, and support members of the Board Directors in individual pipeline development and fundraising accountability.

### **Marketing and Communications – 10%**

- Develop strategies to elevate brand awareness, grow audience and increase donors.
- Optimize social media, direct and digital marketing activities.
- Represent the organization at community events, public speaking engagements, donor presentations and in the media.

### **Qualifications:**

- University degree or college diploma in a relevant field.
- Minimum 7 years of progressive fundraising experience with proven success in the non-profit sector.
- Certified Fundraising Executive (CFRE) considered an asset.
- Demonstrated success identifying, stewarding, and securing major and planned gifts at the five to seven figure level.
- Experience developing and executing annual giving programs, with a focus on audience growth.
- Exceptional leadership and management skills, with a proven ability to mentor staff and volunteers to produce results.
- Ability to effectively strategize, implement, oversee, and assess the full scope of fund development activities, including direct marketing, cultivating major donors, planned giving, signature events, corporate partnerships, grant proposals, and other fundraising strategies.
- Strong knowledge of direct and digital marketing trends.
- Outstanding interpersonal and relationship building skills, with professionalism and poise.

- Strategic focus and the ability to prioritize initiatives based on their potential ROI and available human resource.
- Ability to foster a culture of philanthropy within the organization.
- Flexible schedule to accommodate weekend and evening events and meetings.
- Unlimited access to a reliable vehicle and a valid Driver's License.

**Required within 30 Days of Hire:**

- Satisfactory Criminal Record Check with vulnerable sector screening
- Satisfactory pre-employment Medical Clearance, including proof of being fully vaccinated having received the recommended dosage(s) of a COVID-19 vaccine, as approved by Health Canada.

**To Apply:** Email your resume and cover letter to [careers@darlinghomeforkids.ca](mailto:careers@darlinghomeforkids.ca). Cover letter must specify relevant fundraising experience, and relevant management experience. Please specify in the subject the position you are applying for and your name (e.g. Director of Development – Jessica Smith).

We thank all applicants for applying, and regret that only those selected for an interview will be contacted. No phone calls or visits, please. The Darling Home for Kids is an equal opportunity employer, and we will accommodate applicants with disabilities in the recruitment process.

The Darling Home for Kids  
Attention: Ryan Campbell  
Human Resources Lead  
[careers@darlinghomeforkids.ca](mailto:careers@darlinghomeforkids.ca)  
[www.darlinghomeforkids.ca](http://www.darlinghomeforkids.ca)