# Executive Director

# The Globe and Mail Foundation

The Globe and Mail Foundation is a newly established charity dedicated to promoting strong ethical standards and excellence in the field of journalism, helping to strengthen public trust in media, and deepening the Canadian public's knowledge and understanding of pressing issues of the day.

The work of the Foundation will also ensure journalists and aspiring journalists have access to training opportunities to develop the necessary skills and experience to produce high-quality, fact-based journalism for future generations. Programming will include public forums, training programs, as well as funding of research and reporting on select matters of public interest.

We are excited that the Foundation is currently recruiting its inaugural Executive Director, as well as a Program Director* (*see page 4 for more info*). In future, we plan to add additional staff as the Foundation's revenue, assets, and impact grow. In the meantime, contractors will be used to support some operational functions.

The Foundation is a Registered Charitable Organization (762794311 RR0001) focused on the Advancement of Education. The Globe and Mail Foundation operates independently from The Globe and Mail news media company and has its own governance structure.

## THE OPPORTUNITY

Reporting to the Chair and Board of the Foundation, the Executive Director will be responsible for the overall strategic, operational, and financial management of The Globe and Mail Foundation, playing a pivotal role in its growth and success.

The inaugural Executive Director can expect to be creating processes, systems, and content from scratch, and putting in place all the building blocks for the Foundation's success. Accordingly, the Executive Director will need to thrive in the role of 'builder', and will require strong strategy, planning, and implementation skills in equal measure.

Responsible for overseeing the development and execution of fundraising strategies, the Executive Director will identify and build relationships with donors and other stakeholders, set the tone for program development, and enhance the visibility of the Foundation. The Executive Director will work closely with the Board Chair and other volunteers to identify, secure, and engage prospective donors and partners, and will support the Program Manager in the creation, delivery, and assessment of programs that support the mission.

The ideal candidate will have a strong background in nonprofit management, a proven track record in fundraising, and the ability to inspire and mobilize donors, volunteers, and other stakeholders. They will also be self-motivated and possess strong project management skills. The ability to effectively encourage and support volunteers is another critical skill, as is managing and coaching a small team of staff and contractors.

## KEY DUTIES & RESPONSIBILITIES

- **Leadership and Strategy:** Develop and implement comprehensive fundraising strategies that align with the Foundation's mission and goals and meet financial goals. Collaborate with the board of directors to set strategic goals and priorities.
- **Fundraising and Development:** Cultivate and maintain strong relationships with donors, sponsors, and partners. Plan and oversee fundraising efforts, including grant writing, donor relations, and securing financial support from diverse sources.
- **Program Management:** Oversee the development, implementation and evaluation of programs, events and initiatives, ensuring programs and events are effective and further the Foundation's charitable purpose.
- **Community Engagement:** Increase awareness of The Globe and Mail Foundation through a variety of marketing and public relations efforts. Build and maintain relationships with key stakeholders, including partners, donors and volunteers. Represent the Foundation at public events and in the media.
- **Financial and Regulatory Management:** Manage the day-to-day operations of the Foundation, including the Foundation's budget and financial resources, while ensuring compliance with all regulations. Prepare and present reports on fundraising activities and financial performance.

## QUALIFICATIONS & COMPETENCIES

- Passion for high-quality journalism and the mission of The Globe and Mail Foundation
- Progressive management experience in nonprofit organizations
- Demonstrated experience cultivating and maintaining relationships with donors, including securing major gifts and grants
- Proven ability to develop and execute successful fundraising programs and campaigns
- Business and financial acumen, including experience with budgets and financial management, data management, and reporting
- Exposure to program development, implementation, and evaluation, such as educational events and training programs
- Strong leadership and organizational skills, and the ability to effectively manage multiple projects and priorities
- Strong interpersonal skills and experience supporting and effectively engaging volunteers
- Excellent written and verbal communication skills
- Experience in strategic planning, business operational planning, and execution
- Self-motivated and excited to build from the ground up
- Experience with marketing and public relations
- Bachelor's degree or equivalent education and experience

## FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this Executive Director search on behalf of The Globe and Mail Foundation. For more information about our new Foundation and this exciting opportunity, please reach out to Tara George, Executive Consultant, at GMFoundation@kcitalent.com

All inquiries and applications will be held in strict confidence. Candidates wishing to be considered for the role should please send a resume and cover letter of interest to the email address above.

**Please note the deadline for submission is July 3, 2025, but we will be reviewing candidate submissions as they arrive. We envision that this position will commence by September 2025 and will work primarily from the Foundation office in downtown Toronto.**

*The salary range for this role is $140,000 - $150,000 plus benefits and RRSP contribution.*

The Globe and Mail Foundation is committed to creating an inclusive environment for all employees and stakeholders. The Foundation offers accommodation for applicants with disabilities as part of its recruitment process. If you are contacted for an interview, please advise us if you require an accommodation.

## BOARD OF DIRECTORS

*The Globe and Mail Foundation operates independently from The Globe and Mail news media company and has its own governance structure. Board recruitment is in progress and will be ongoing in the coming months.*

**Phillip Crawley – Board Chair**

Phillip Crawley is the former Publisher and CEO of The Globe and Mail. He retired from that role on August 31, 2023, after 25 years of leading the organization through transformational change. Previously, Phillip held senior positions with some of the world's leading media companies in Britain, Hong Kong and New Zealand. He was the longest-serving chair of The Canadian Press.

In 2019, Phillip was honoured with the Order of Canada for his contributions to journalism. He was also awarded the CBE (Commander of the Order of the British Empire) by The Queen in 2012 for his charitable work.

An active community volunteer and philanthropist, Phillip is currently serving as Chair of the Board of the Sunnybrook Foundation, a role which wraps up in September 2025. He is also a board member of the Royal Society of Canada whose members include leading academics across all disciplines. Phillip is very excited to work hand in hand with the new Foundation team and volunteers to shape and grow the Globe and Mail Foundation in the coming years.

**David Macdonald – Board Member**

David Macdonald is a co-founder and Managing Partner of Glencoban Capital Management Inc. ("Glencoban"), a private merchant banking firm founded in 2002. Previously, David worked as an investment banker at UBS Bunting Warburg Inc., in Toronto as Head of Corporate Finance and Joint Managing Director. Earlier, David was with S.G. Warburg & Co. Ltd. in London, England, where he was active in debt and equity financings, mergers and acquisitions, and demutualization and privatization advice.

In the charitable sector, Mr. Macdonald has served as a director of the National Ballet of Canada for almost 30 years and chaired its recent Soaring capital campaign which raised over $100 million. He has also served as the chair of the National Ballet of Canada, Endowment Foundation for close to 20 years. He is also a past director of the Art Gallery of Ontario and the Art Gallery of Ontario Foundation and co-lead the New Founders component of the Transformation AGO capital campaign.

**Susanne Boyce – Board Member**

Susanne Boyce worked in progressive roles at CTV Inc. from 1995 to 2011. She joined as director of production and development, and served as senior vice president of programming from 1997 to 2001. From 2001-2007 she was President of CTV Programming and Chair of CTV Media Group, and later served as President Creative, Content and Channels at CTV Inc. until February 2011. Earlier, Susanne was an executive with the Canadian Broadcasting Corporation.

A New Brunswick native, Susanne is credited with commissioning Canadian hits like *Corner Gas*, *Canadian Idol* and *Degrassi: The Next Generation*. She also launched specialty stations like E! Canada, Bravo and MTV Canada. Susanne was a champion of local news during her time at CBC, and she carved out a medium for underrepresented audiences through projects like CTV Vancouver's Indigenous news program *First Story.* She is known for her advocacy and support of Canadian content.

## *PROGRAM MANAGER

The Foundation is also currently recruiting for a Program Manager. Reporting to the Executive Director, the Program Manager will be responsible for development and execution of programming, ensuring alignment with the Foundation's mission and goals.

Candidates should bring previous experience in program development and implementation, stakeholder engagement, and impact monitoring and reporting. We envision that this position will commence by September 2025.

*Salary of $80-$95k, plus benefits. The Foundation office will be located in downtown Toronto.*

Candidates interested in the Program Manager role should send their resume and letter of interest by email to: GlobeFoundationCareers@globeandmail.com