



Director, Donor Engagement and Impact

1 Full-Time Position

Women's College Hospital Foundation

Women's College Hospital

For more than 140 years, Women's College Hospital (WCH) has been developing revolutionary advances in healthcare. At Women's, we advocate for healthcare equity because we know that a healthy society requires a level playing field where everyone has access to timely, high-quality, efficient, and compassionate care. Today, Women's is a world leader in revolutionizing healthcare for women and advancing health system solutions for all.

Women's College Hospital Foundation

Through the generosity of the community, Women's College Hospital Foundation (WCHF) fuels the Hospital's excellence in research and healthcare. Women's is at the forefront of fundamental changes in the healthcare system, and the Foundation plays a critical role in advancing this agenda by supporting the Hospital and its extended mandate through fundraising. Donors have been, and continue to be, paramount to the success of progressive healthcare.

The Opportunity

Women's College Hospital Foundation is seeking a strategic, entrepreneurial, detail-oriented, and results-oriented Director of Donor Engagement and Impact to join our high-performing team.

Reporting to the Vice President, Philanthropy and Partnerships, the Director of Donor Engagement and Impact is a passionate advocate, empathetic leader, skilled and experienced member of the foundation management team with a track record of success as a strategist and team manager.

The Director, Donor Engagement and Impact is responsible for developing and executing a comprehensive donor engagement strategy that strengthens relationships, increases donor retention and lifetime value, and clearly demonstrates the impact of philanthropic giving on patient care, research, education, and community engagement.

The Role

This role leads a high-performing team, drives cross-functional collaboration with clinical and hospital leadership, and ensures that donor communications and stewardship are strategic, measurable, and mission-aligned.

Key Responsibilities:

- Develop and implement a comprehensive donor engagement and stewardship strategy aligned with foundation fundraising goals, while ensuring accountability and transparency to donors.
- Design strategic donor journey frameworks to acquire, cultivate, steward, renew and upgrade donors.

- Oversee donor recognition programs and systems, naming opportunities, and gratitude programs, such as Give-with-Thanks.
- Create personalized stewardship plans for major and principal gift donors, in collaboration with the fundraisers.
- Design and execute high-touch engagement experiences, including behind-the-scenes tours, events, and announcements.
- Develop and execute stewardship plans for the annual, legacy and major giving donors, event participants and sponsors.
- Oversee the project management of annual reports, donor walls, and impact communications.
- Lead the development of compelling, data-driven impact reports for donors while establishing KPIs to measure engagement effectiveness and donor impact reporting.
- Implement systems for tracking stewardship deliverables and reporting obligations.
- Integrate digital, in-person, and experiential touchpoints into a cohesive strategy.
- Ensure accountability, transparency and timeliness in acknowledgment letters, receipting and personalized touchpoints.
- Oversee timelines, budgets, vendor relationships, and deliverables.
- Lead, mentor, and develop the donor engagement and stewardship team.

Qualifications

- University degree and/or equivalent education and a minimum of 7 years experience (specifically relevant, progressive experience in donor relations, stewardship and fundraising)
- 3+ years' experience mentoring and leading high-performing teams
- Knowledge and experience of best practices in donor engagement, impact, recognition and stewardship
- Extensive experience in donor event development, planning, management, and coordination
- Excellent organizational and communication (verbal/written) skills
- Self-starter who works independently or as a team member, with the capacity for multiple complex projects within tight deadlines, in a fast-paced environment
- Experience in healthcare or complex institutional environments strongly preferred
- Ability to work outside of regular work hours as required to effectively engage donors and volunteers
- Certified Fund-Raising Executive (CFRE) is an asset
- Proficiency working with the Microsoft Office suite of products
- Proficiency with Raiser's Edge or equivalent database is an asset

Compensation

Salary Range: \$115,000 - \$135,000 + Eligibility for merit pay and comprehensive benefits, including Healthcare Ontario Pension Plan enrollment

Qualified applicants are invited to submit a resume and a cover letter by March 11, 2026.

Click [HERE](#) to apply

We thank all applicants for their interest; we will contact only those applicants selected for further consideration. Please note that submissions will be reviewed on an ongoing basis; therefore, early submission is encouraged.

Women's College Hospital Foundation is committed to fairness and equity in employment and our

recruitment and selection practices. We encourage applications from Indigenous peoples, people with disabilities, members of sexual minority groups, members of racialized groups, women and any others who may contribute to the further diversification of our Foundation and Hospital community. Accommodation will be provided throughout the hiring process, as required under our Access for People with Disabilities policy. Applicants are asked to make their requirements known in advance.