



Capital Campaign Director

Title: Capital Campaign Director

Job Status: Full Time, Three-Year Contract (New Position)

Hours of Work: 40 Hours/Week

Job Region: All Blue Door Locations (In-person/Hybrid)

Salary: \$125,000-\$140,000

Job Summary

To significantly reduce homelessness in York Region now and for future generations, Blue Door is committed to embarking on a capital campaign to build, acquire, and preserve 1000 affordable housing units in York Region over the next 10 years. Furthering the impact of this campaign, the 1000 affordable housing units will be placed in the established Housing For All Land Trust in York Region, preserving affordability in perpetuity and offering a generational solution to homelessness.

With campaign feasibility and community consultation complete, Blue Door is seeking a Capital Campaign Director to oversee and execute all aspects of the largest capital campaign in the region. Reporting to the Chief Executive Officer of Blue Door and in close collaboration with the Director of Resource Development at Blue Door, the Capital Campaign Director will be responsible for executing the campaign strategy and must possess 7-10 years of experience in creating and managing large-scale, capital, comprehensive, and/or integrated campaigns, exceptional project management skills, strong relationship-building skills with proven experience engaging high-net worth donors, as well as experience prospecting, qualifying and developing strategies to secure major gifts and grants.

The Director will have experience in working with executive leadership staff and volunteer leadership (Campaign Cabinet, Advisory Committee, Board of Directors, etc.), and will be responsible for providing support in leading the recruitment and engagement of the

Cabinet and Advisory Committee alongside the CEO. The Director will also be responsible for overseeing the requisite steps of gift and pledge administration (e.g. gift agreements, terms of reference, facilitation of complex gifts, etc.), stewarding and recognizing donors, and supporting with campaign communications, reporting, and team operations.

Additionally, the Director will possess strong collaboration skills and the ability to ideate and execute innovative new approaches to bring together all forms of public (governmental – all levels) and private (high-net-worth individuals, foundations, corporations, DAFs, other charities, and nonprofit organizations). As the largest emergency housing provider in York Region, Blue Door has supported people experiencing homelessness for 44 years. Only by bringing all levels of government, corporations, foundations, and local community champions together will the Region's housing crisis end.

Responsibilities:

Campaign Strategy & Execution

- With the direction of the CEO and Director of Resource Development, along with the support of the capital campaign consultant, develop and implement a detailed campaign roadmap, including phased fundraising strategies.
- Oversee all aspects of campaign planning, including prospect research, major gift solicitation, corporate partnerships, and stewardship strategies.
- Monitor industry trends and best practices to ensure campaign strategies are innovative, effective, donor-centered, and beneficiary-focused.

Major Gifts & Relationship Building

- Manage a portfolio of major gift prospects and donors.
- Identify, cultivate, and steward relationships with major donors and community partners to secure high-impact gifts.
- Work closely with Board Members and the Campaign Cabinet to leverage relevant networks and expand Blue Door's donor base.

- Conduct face-to-face meetings, prepare customized proposals, and coordinate donor engagement opportunities with Blue Door’s leadership, frontline staff, and volunteers.
- Support with the preparation and submission of grant proposals and partnership proposals to secure large-scale funding.
- Collaborates with team members to ensure risk, operations, and financial implications are considered and assessed prior to the development and presentation of proposals.
- Adhere to Blue Door’s Gift Acceptance policies and facilitate the acceptance of complex gifts either directly by Blue Door or using intermediaries to support with processing.

Donor Cultivation & Stewardship

- Oversee prospect research and development of prospect pipelines using donor database software (DonorPerfect).
- Provides strategy for campaign donor cultivation events and activities, with execution support provided by the existing Resource Development staff.
- Ensures that every campaign gift and pledge is managed seamlessly, including prompt donor gift agreements and gift acknowledgements.
- Develops and oversees a strategic, documented approach to thank, acknowledge, and show appreciation to supporters for their donations, including stewardship events and donation recognition systems.
- Creates donor proposals and timely stewardship reports.
- Maintain accurate donor records, research profiles, and tracking in the Blue Door’s donor database.
- Ensure a donor-centered approach in all interactions, fostering meaningful relationships that lead to long-term support.
- Coordinates with the other fund development staff to ensure that all contact with campaign donors is coordinated and does not conflict with other operating fundraising efforts.
- Ensure all fundraising activities adhere to Canada Revenue Agency (CRA) guidelines, Imagine Canada Standards, and ethical fundraising principles.

Volunteer Campaign Cabinet and Advisory Committee

- Serves as the lead staff person supporting the Campaign Cabinet, Advisory Committee, other assigned campaign volunteers, and the Blue Door CEO, Director of Resource Development, and leadership team.
- In collaboration with the CEO, Director of Resource Development, and campaign consultant, recruits, trains, and supports the Campaign Cabinet, Advisory Committee, and all campaign volunteers.
- Fosters and maintains strong relationships with Cabinet and Advisory Committee members.
- Provides leadership, direction, materials, and coaching to the Campaign Cabinet, ensuring the Cabinet is supported in successfully engaging with prospects.

Capital Campaign Reporting

- Establish a campaign dashboard to track and report on campaign performance, offering data-driven insights to inform decision-making.
- Provide regular campaign progress reports to the CEO, Board, and the Campaign Cabinet.

Communications and Public Relations Planning

- Works with the Resource Development Director as well as the Marketing & Communication Manager to develop and execute a communication plan for donors and a public relations/communications plan.
- Collaborates with the Resource Development Director as well as the Marketing & Communication Manager to develop Capital Campaign communications and marketing materials (e.g. media releases, public announcements, print and digital communications, etc.).

Team & Operational Management

- Provide leadership, direction, and training to the fundraising team as it relates to the capital campaign.
- As needed, establish policies and procedures that support effective campaign operations and reporting.
- Collaborate with communications, events, and data team members to ensure integrated campaign messaging and accurate database tracking.
- Represent Blue Door at community events, meetings, and partnership activities in York Region.
- Participates in relevant organizational committees.
- Ensure compliance with fundraising regulations and ethical standards.

Housing Development, Capital Deployment & Cross-Functional Coordination

- Work in close collaboration with the Vice President, Programs and Services and the Director of Community Housing and Director of Finance to align capital campaign fundraising with property acquisition, development, and preservation priorities.
- Coordinate the flow and strategic deployment of campaign funds, major gifts, and capital contributions to support the purchase, acquisition, and development of affordable housing assets.
- Partner with the VP and Directors to identify, assess, and prioritize potential property opportunities aligned with campaign goals and Housing for All Land Trust objectives.
- Support the structuring and alignment of philanthropic, government, and partner funding related to housing acquisition and development projects.
- Work collaboratively with the Director, Quality and Compliance to ensure appropriate tracking, reporting, and fulfillment of funder requirements, gift agreements, and compliance obligations related to capital campaign funds.

Respect and Professionalism

- Maintain professionalism in the workplace.
- Work cooperatively alongside and support all Blue Door team members and departments.
- Adherence to the mission, vision, policies and procedures of the agency.
- Able and willing to promote harm reduction practices in accordance with core standards.
- Attend internal staff meetings and staff training as required.
- Maintain the confidentiality of all client and agency information.
- Utilize effective conflict resolution skills in accordance with (Crisis Prevention Intervention (CPI) training.
- Foster positive and appropriate relationships with clients, colleagues, community partners and volunteers.
- Provide referrals and follow-up as necessary.
- Meets with manager on a regular basis and participates in completion of annual performance evaluation.

Occupational Health & Safety

- All employees are responsible for carrying out work in a way that does not adversely affect their own health and safety and that of others.
- All employees shall learn and understand health and safety policies and procedures and will comply with them.
- All employees must be able and willing to work within all programs and with flexible schedules

Qualifications:

- Post-secondary education in a related field (e.g., nonprofit management, business administration, marketing, communications), having also completed fundraising and campaign training.
- At least 7-10 years of related experience leading campaigns, with a strong track record in creating and managing large-scale, multi-million-dollar fundraising and donor acquisition campaigns.
- Minimum of 5 years in a leadership role managing teams and capital, comprehensive, or integrated campaigns. CFRE Designation an asset.
- Proven relationship-building and networking skills with the ability to engage high-net-worth donors.
- Track record of securing six-figure major gifts.
- Proficiency with prospect research.
- Strong connections in, knowledge of, and experience working in York Region are an asset.
- Experience working with donor management applications and tools, including CRM, proprietary tools, advanced AI resources, etc.
- Strong strategic thinking and project management skills.
- Excellent communication (oral and written), time management, and organizational skills.
- Able to work independently but also as part of a team.
- Proficiency in computer applications is required.
- Ability to deal with extremely confidential and sensitive information.
- Understanding and promotion of anti-oppressive practices.
- Valid Vulnerable Sector Screening Report from York Regional Police

We are always working towards continued improvements with the hope of creating and fostering a work culture where people want to be and see the impact of their work.

Blue Door is committed to the development of a staff and leadership team that reflects the incredible diversity of the communities we serve. We promote the principles of intersectional anti-racism and anti-oppression and adhere to the tenets of the Ontario

Human Rights Code. We both welcome and encourage applications from members of groups with historical and/or current barriers to access and equity, including Indigenous, Black and racialized people, members of 2SLGBTQIA+ communities, people with disabilities, and people with lived experience of homelessness. Blue Door is a unionized work environment.

In accordance with the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, 2005, and Blue Doors AODA Policy, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance. Portions of the recruitment process may include the use of approved Artificial Intelligence (AI) tools to support administrative efficiency and candidate screening.

This role is part of a focused hiring process. Applications will be accepted from Tuesday, March 10th, 2026 to Tuesday, March 31st, 2026. Please review the job description carefully as you prepare your resume and application, and ensure your submission is completed within this time period. All applications will be reviewed as received, and interviews will begin for qualified candidates as soon as possible. The position may be filled before this job posting ends. Only candidates selected for an interview will be contacted. Please submit a cover letter and resume to recruitment@bluedoor.ca