



POSITION TITLE: Director of Development
POSITION TYPE: Full Time
START DATE: Immediate
SALARY RANGE: \$125,000 - \$135,000
POSTING: March 2026

THE ORGANIZATION & THE OPPORTUNITY

Canadian Stage is one of the country's leading not-for-profit contemporary performing arts organizations. Sharing innovative work from Canada and across the world, the company stages an annual season across four Toronto venues, including its beautiful heritage building on Berkeley and Front Street, in the vibrant St. Lawrence Market neighbourhood.

In its long and storied history, Canadian Stage has employed thousands of artists and produced hundreds of new productions to over 5,000,000 audience members, including the premieres of 350+ new Canadian works. Many of the plays developed by Canadian Stage have been awarded and nominated for Canada's most prestigious literary and performing arts honours, including Governor General's, Chalmers, and Dora Mavor Moore Awards.

This is a unique opportunity to join Canadian Stage at a moment of strength, stability, and ambition. With a well-established fundraising program, a loyal and growing donor base, and renewed energy across the organization, the foundation is in place for the next phase of growth.

For an experienced fundraising leader, this role offers both scale and impact: the ability to lead a multi-million-dollar program, deepen relationships with a committed community of supporters, and help shape the future of a nationally significant cultural institution. Working closely with the Artistic Director, Executive Director, and Board, the Director of Development will play a central role in advancing Canadian Stage's artistic vision and long-term sustainability.

ABOUT THE POSITION

The Director of Development is a senior leadership role at Canadian Stage, responsible for leading the organization's fundraising strategy and contributed revenue programs.

The Director of Development oversees all aspects of fundraising, including individual giving, corporate partnerships, foundation support, special events, and campaign strategy. Leading a dedicated development team, the successful candidate will guide a comprehensive program currently generating approximately \$3 million annually, with a clear opportunity for growth to \$4–5 million in the coming years.

This position is both strategic and hands-on. The Director will actively manage a portfolio of major donors and prospects, cultivate meaningful relationships, and lead high-level solicitations, while also strengthening systems, processes, and team performance across the department. The role will also partner closely with Board members and senior volunteers to expand networks and deepen philanthropic engagement.

26 Berkeley Street
Toronto, Ontario
Canada M5A 2W3

Admin: 416-367-8243
Box Office: 416-368-3110
CanadianStage.com

Hugh Clark, Chair
Brendan Healy, Artistic Director
Monica Esteves, Executive Director

Canadian Stage is in a strong and stable position, with a well-established development program and a growing base of loyal supporters. This is an exceptional opportunity for an experienced fundraising leader who is energized by building relationships, driving results, and contributing to the continued growth of one of Canada's leading performing arts organizations.

KEY RESPONSIBILITIES

Fundraising Strategy & Revenue Growth

- Lead the development and execution of a comprehensive fundraising strategy to grow contributed revenue from approximately \$3M to \$4–5M annually
- Identify and prioritize opportunities across individual giving, corporate partnerships, foundations, events, and campaigns
- Align fundraising strategies with Canadian Stage's artistic vision and organizational priorities
- Monitor performance against revenue goals, adjusting strategies to ensure continued growth and success

Major Gifts & Donor Relationships

- Serve as a senior frontline fundraiser, managing a portfolio of major and principal gift donors and prospects
- Develop and implement thoughtful cultivation, solicitation, and stewardship strategies to deepen engagement and increase giving
- Lead high-level solicitations, including five- and six-figure gifts
- Build long-term, trust-based relationships with donors, ensuring a highly personalized and meaningful donor experience

Team Leadership & Development Operations

- Lead, mentor, and support a high-performing development team, fostering a collaborative, accountable, and positive culture
- Provide clear direction, structure, and coaching to ensure team members meet individual and departmental goals
- Oversee day-to-day development operations, including planning, budgeting, reporting, and internal coordination
- Ensure effective systems and processes are in place to support donor tracking, pipeline management, and reporting

Board & Volunteer Engagement

- Partner closely with the Board of Directors and senior volunteers to support fundraising efforts and expand networks
- Equip and guide Board members in donor cultivation and solicitation activities
- Support the effective engagement of Board committees and volunteers in achieving fundraising goals

Events, Campaigns & Partnerships

- Oversee the strategy and execution of major fundraising initiatives, including signature events such as TheatreBall
- Strengthen and expand relationships with corporate sponsors and foundation partners
- Identify and develop new opportunities for campaigns, partnerships, and philanthropic growth
- Ensure fundraising events and initiatives are strategically aligned, well-executed, and financially successful

Systems, Strategy & Organizational Leadership

- Contribute as a key member of the Senior Leadership Team, supporting organizational planning and decision-making
- Strengthen a culture of philanthropy across Canadian Stage, engaging staff, artists, and stakeholders in fundraising efforts
- Ensure the development function operates with strong systems, clear processes, and high standards of execution
- Collaborate across departments to integrate fundraising into the broader life and work of the organization

QUALIFICATIONS

- Minimum 10+ years of progressive experience in fundraising, with a demonstrated track record of securing major and principal gifts
- Proven success leading comprehensive development programs, including individual giving, corporate partnerships, foundations, and events
- Experience managing and growing donor portfolios, with the ability to confidently lead five- and six-figure solicitations
- Strong strategic thinking skills, with the ability to develop and execute fundraising plans that achieve ambitious revenue targets
- Demonstrated experience building and sustaining meaningful relationships with donors, Board members, and senior volunteers
- Proven leadership and team management experience, with the ability to mentor, motivate, and develop high-performing teams
- Experience implementing or strengthening systems and processes to support fundraising operations and performance
- Excellent communication and interpersonal skills, including experience developing proposals, delivering presentations, and representing an organization externally
- A high level of professionalism, judgment, and discretion, with the ability to navigate complex relationships with sensitivity and confidence
- A proactive, results-oriented approach, with strong initiative and follow-through
- Passion for the arts and a commitment to the mission and work of Canadian Stage
- Experience with donor databases and CRM systems; familiarity with Tessitura is considered an asset



POSITION DETAILS

Compensation & Benefits

The salary range for this position is \$125,000-135,000 CAD, commensurate with experience and competencies. Canadian Stage offers a competitive benefits package, including extended health and dental coverage, life insurance, and short- and long-term disability benefits. Employees are also eligible for a matching group RRSP program.

Work Environment

This is a full-time, permanent position based in Toronto. Canadian Stage operates within a flexible hybrid work model subject to job requirements. There is an expectation of 2–3 days per week in the office for this position, along with additional in-person presence for donor meetings, events, and performances. Evening and occasional weekend availability is required to support fundraising activities and engagement opportunities.

Application Process

Canadian Stage invites applications from qualified candidates interested in this opportunity. Applications should include a cover letter outlining interest in the role and relevant experience, along with a current résumé. Please combine materials into a single PDF and submit by email to HR@canadianstage.com.

Applications should be submitted by April 15, 2026, and will be reviewed on a rolling basis until the position is filled.

Canadian Stage is committed to creating an inclusive and diverse workplace where all voices are valued. We deeply value diverse perspectives and encourage applications from qualified individuals from all cultures, ethnicities, genders, sexual orientations, and abilities. These experiences are essential to enriching our work and strengthening our community.

All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. While we thank all candidates for their interest, only those short-listed will be contacted.

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