



Fred Victor

Vice President, Philanthropy & Communications

Fred Victor Centre acknowledges this land, known as Tkaronto, and honors the stewardship, past, present, and future of the Wendat, the Chippewa, the Haudenosaunee, the Anishinaabe, and most recently, the Mississaugas of the Credit First Nation. Tkaronto is part of the Dish with One Spoon Territory.

[Fred Victor Centre](#) is a charitable social services organization working to advance health, economic stability, and housing security for people experiencing poverty, homelessness, and complex mental health and substance use challenges across Toronto. Each day, more than 3,000 individuals access services across 20 locations throughout the city. Over its 125-year history, Fred Victor has remained grounded in the belief that every person deserves to be treated with dignity, respect, and unconditional positive regard. The organization is driven by a broader vision of healthy, thriving communities where everyone has a home and access to opportunity.

It is within this context that Fred Victor invites nominations and applications for the role of **Vice President, Philanthropy & Communications**—a senior executive leadership position responsible for advancing the organization’s philanthropic growth, public engagement, and community profile in support of its mission and long-term sustainability.

Reporting to the Chief Executive Officer and serving on the Executive Team, the Vice President, Philanthropy & Communications provides strategic oversight of fundraising, events, marketing, communications, and volunteer engagement. The role shapes and advances integrated strategies that deepen donor relationships, grow revenue, and strengthen the organization’s brand and reputation across the community. Working closely with colleagues, the Board of Directors, and volunteers across Fred Victor, the Vice President acts as the organization’s primary fundraising strategist and represents the organization with donors, partners, and community stakeholders. The role also serves as staff lead to the Board’s Fundraising Committee, contributing to governance processes, strategic reporting, and the cultivation of philanthropic leadership. Overseeing a high-performing team, the Vice President ensures a coordinated development and communications approach that advances the organization’s mission and enhances its reputation and visibility.

Qualifications

Among the qualifications being sought in candidates, the incoming executive must have a deep and abiding commitment to equity, diversity, inclusion, anti-racism, and anti-oppression practices, and must believe intrinsically in the importance of building organizational cultures grounded in compassion, accountability, and social justice. While all qualified candidates are encouraged to apply and share how they see themselves contributing to the Fred Victor environment, the following credentials and experiences are seen as possible markers of success in the role: A) significant progressive leadership experience in fundraising and philanthropy, including experience leading comprehensive development programs; B) demonstrated experience leading and supporting major gift fundraising teams and strategies,



including oversight of the cultivation and stewardship of significant gifts; C) experience leading integrated fundraising, communications, and engagement strategies while managing complex teams and priorities; and D) a strong understanding of fundraising ethics, compliance standards, and sector best practices. A CFRE designation or equivalent professional experience is considered an asset.

The expected salary range for this position is \$150,000 to \$175,000 CAD per year, commensurate with experience and qualifications.

This posting reflects an upcoming vacancy within the organization.

How to Apply

Fred Victor is committed to fostering an inclusive and accessible environment where employees feel valued and respected, and where every employee has the opportunity to realize their potential. As such, Fred Victor welcomes and encourages applicants who identify as racialized persons, Indigenous persons, persons with disabilities, and persons across the spectrum of sexual orientation and gender identities and have lived-experience.

*Fred Victor is partnering with BES Executive Search, a firm committed to ensuring that every search mandate engages a pluralistic and intersectional range of candidates. Applicants are guided through what BES calls 'The BES Experience'—a thoughtful, candidate-centred process that meets candidates with support and care throughout the search process. **All interested applicants are encouraged to apply by clicking [HERE](#).***

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), applicants living with a disability will be provided with accommodation throughout the search process. Should accommodations be required, please make Helen Mekonen aware by emailing hmekonen@bessearch.com.

BES is deeply grateful to all who express interest in this opportunity and recognize the time and effort that goes into submitting an expression of interest. While only those most closely aligned with the position requirements will be contacted for an interview, all applications are reviewed with thoughtfulness and will receive correspondence from the firm as part of our commitment to delivering a respectful and inclusive candidate experience.

BES Executive Search Inc. does not use artificial intelligence (AI) to screen, assess, or select applicants.

