



Director, Corporate & Community Partnerships

12 – 14 month contract starting May/June 2026

ABOUT US

Help Bring Back the Joy of Childhood

Since 1983, Campfire Circle has delivered healing through happiness to thousands of kids with cancer or serious illness and their families across Ontario. Our programs are offered in paediatric hospitals across Ontario, in local communities, and at our medically supported overnight camps, offering year-round experiences that provide life-changing moments of joy, connection, and resilience.

And we're just getting started. Today, over 40,000 kids in Ontario face serious illness, many without access to the psychosocial support they urgently need. That's why we have a bold vision: to grow from serving 3,000 campers a year to 10,000. We're building a passionate, talented team to help make that vision a reality. When you join Campfire Circle, you become an integral part of a dynamic team helping to transform the lives of thousands of kids with serious illness, alongside our dedicated community of volunteers and donors.

Help us give back the joy of childhood to every kid with serious illness who needs it most.

THE OPPORTUNITY

Reporting to the Chief Development Officer, the Director, Corporate & Community Partnerships is accountable for the management and growth of corporate partnerships, community events, and the overall third party fundraising portfolio. They are accountable for the cultivation and implementation of the applicable fund development plans to support Campfire Circle's long and short-term strategic fund development goals.

The key accountabilities of the role are:

1. Corporate & Community Partnerships Program

- Develop the strategy and oversee the management of the corporate and community giving revenue stream ensuring we reach or exceed targets, supporting over 175 annual 3rd party events and/or fundraising partners
- Oversee the analysis of the 3rd party fundraising portfolio including segmenting the portfolio by risk, opportunity and value
- Manage a portfolio of high value corporate partnerships and community events (\$50,000+), providing event management and fundraising/tax receipting guidance; and oversee the relationship management of a portfolio of key fundraisers, donors and event organizers
- Represent the organization at community events, taking a leadership role to engage the public with the organization's mission, vision and funding priorities
- Lead the assessment, cultivation and solicitation of new community fundraising events and corporate partnerships to ensure continued growth of this critical revenue stream
- Oversee the renewal of community events through engagement and stewardship to ensure a high retention rate
- Meet annual targets to grow the number of corporate partners through volunteer engagement and meeting new prospective partners
- Achieve overall fundraising targets for portfolio by development strategies to actively engage new prospects, advance or re-engage existing relationships and assigned donors

- Lead the community event reconciliation ensuring proper adherence to the organization and CRA policy in collaboration with peers.

2. Planning

- Develop and implement the strategic plan for the team, including revenue and expense budgets, planning, development, forecasting and accountability for metrics and variances
- Collaborate with other Development teams to evaluate performance and achievement of strategic objectives and metrics. Monitor and report on financial performance of portfolio to the CDO, Committees and Board of Directors
- Oversee the financial operation, budget performance, and financial assets and resources of the team
- Ensure best practices are established and maintained in record updating and data entry of moves management with donors/prospects
- Collaborate with Donor Services to implement information systems, infrastructure, policies and operational procedures to support best practice donor relationship management.

3. Awareness Building & Pipeline Development

- Cultivate and engage community donors and fundraisers as legacy, annual and/or major donors, helping to build the pipeline and improve long term sustainability of the fundraising program
- Actively manage these donors as appropriate and/or collaborate with other teams to convert these donors to participate in new ways and migrate them to new relationship managers
- Actively identify and plan outreach and awareness raising activities in regions across Ontario, with goals determined through the annual planning process.

4. People Management

- Oversee workload, priorities, and resources to achieve department strategic planning and annual key initiatives while supporting team effectiveness and work-life balance
- Lead, coach, and develop staff through regular feedback, performance conversations, and targeted learning and development plans
- Collaborate with HR in all aspects of the talent lifecycle, from recruitment and selection to onboarding and career development
- Foster a positive, inclusive, collaborative and engaged team culture that prioritizes well-being and psychological safety
- Champion employee wellness, safety, and DEI to support a thriving work environment.

ABOUT YOU

- Minimum 7 years' experience as an events and partnerships fundraiser, with revenue targets exceeding \$1M+
- Post-Secondary education in event management and/or fundraising, an asset
- CFRE designation, an asset
- Experience managing complex corporate partnership agreements and fundraising campaigns, with over \$100K in revenues
- Demonstrated experience in managing staff, senior level fundraising volunteers and volunteer committees
- Experience with public speaking, communications and ability to represent the organization in various setting at public events
- Experience in developing and adhering to a budget and the ability to initiate, analyze, monitor, evaluate and alter strategic business plans
- Demonstrated strategic planning, project management and event management skills and experience
- Effective demonstration of ability to articulate the case for support and the impact of donors' giving



- Enthusiastic and highly motivated, as well as proactive and persistent, understanding how to work collaboratively with individuals and teams in a complex environment
- Strong administrative and problem-solving skills with the ability to translate vision and strategy into tactics and actions
- Highly developed oral and written communication skills; experience presenting in a public forum
- Extensive experience working with Raiser's Edge or other fundraising databases
- Experience using Engaging Networks fundraising platform, an asset
- New employees who are under 30 years of age at the time of hire will have their Criminal Record Check completed by the Organization, while those who are 30 years of age or older are required to obtain a Criminal Record Check with Vulnerable Sector Screening.
- Current G2 or G class driver's license and the ability to be covered by camp's insurance policy.

To support our commitment to a safe, caring environment for children with serious illnesses and their families, all staff must attest to having received their childhood vaccinations and confirm a negative result in a two-step Tuberculosis ("TB") testing series. Seasonal boosters against Influenza and the most recent circulating strain of COVID are strongly encouraged. All staff must provide an updated criminal record check or Vulnerable Sector Screening and be currently eligible to work in Canada and for Campfire Circle.

WORKING CONDITIONS

- This position involves hybrid work from home/from office
- This role is based in our open concept Toronto office, with a hybrid structure requiring 3 days a week in office
- This position involves considerable evening and weekend commitments and some travel that requires driving through Ontario and potentially the U.S.
- In consideration of the population Campfire Circle serves, the incumbent is a non-smoker.

COMPENSATION & BENEFITS

This position is for an existing vacancy at Campfire Circle and offers a competitive hiring range of \$100,000 - \$115,000. Campfire Circle is invested in our staff's health, wellness and career growth. As part of the total compensation package for this role, we offer a comprehensive benefits package, with premiums fully paid by the organization, including \$4,000 annually for mental health practitioners, a wellness benefit up to \$500 annually, paid vacation time plus a paid winter shutdown period up to eight days, flexible hybrid work arrangements, and on-going professional development.

HOW TO APPLY

Please send a resume and salary expectations to careers@campfirecircle.org with the email subject reading **2026028 – Director, CCP**

Don't meet every single requirement in this posting? Studies have shown that people of colour and individuals who are female identifying, are less likely to apply to jobs unless they meet every single qualification. If you're excited about this role but your past experience doesn't align perfectly with every qualification or requirement we encourage you to apply anyways. You may be just the right candidate!

All tools may be utilized at any stage of recruitment for this role. This posting will remain open until filled. Only applicants selected for an interview will be contacted. For more information about Campfire Circle, please visit www.campfirecircle.org - No phone calls please.



ACCESSIBILITY & DIVERSITY, EQUITY AND INCLUSION

Campfire Circle is deeply committed to fostering a diverse and inclusive workforce that reflects the rich diversity of the communities we serve. We welcome applications from racialized persons/persons of colour, Indigenous People from North America and around the world, persons with disabilities, 2SLGBTQIA+ individuals, and those who bring diverse perspectives and experiences. Our commitment is to provide equitable employment opportunities to all and to maintain a work environment free from discrimination and harassment.

We are equally committed to providing an inclusive and accessible workplace. Applicants requiring accommodations to access our job postings and apply for roles with our organization are invited to reach out to our HR Team at careers@campfirecircle.org or in a manner that fits their accessibility needs, and can trust that their application will be considered equitably for our available roles. Contact information for our HR Team is located on our website at <https://campfirecircle.org/work-at-campfire-circle/>, and more information about our accessibility commitments can be found at <https://campfirecircle.org/about-campfire-circle/accessibility-at-campfire-circle/>.

LAND ACKNOWLEDGEMENT

Campfire Circle acknowledges that we operate on the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples.

On this land, we are grateful to share the magic of camp with children and families, and we endeavour to create a community of joy, hope and healing. Acknowledging the land that we occupy is just one small step on the path towards Truth and Reconciliation.

