



CONSULTANT, RESEARCH + ANALYTICS/

THE ROLE/

We are seeking a **Consultant, Research + Analytics** to join our team. This role is ideal for someone with strong prospect research, qualitative and quantitative data analysis, client relationship and project management skills. The ideal candidate will balance a keen interest in the charitable sector and ability to uncover and present public-source information on current and potential donors in a variety of formats with a comfort with numerical data interpretation and presentation in reports and other client-facing materials. This role is centered on a keen interest in helping charities identify and deepen engagement with potential supporters, as well identifying larger trends in donor behaviour to inform strategy. This is a dynamic role for someone who enjoys combining research, analysis, and storytelling to support meaningful work in the charitable sector.

Research + Analytics is KCI's hub for donor and sector-based insights and knowledge, providing support to our team of consultants and exceptional clients across the country. We are highly skilled, deeply curious, and genuinely passionate about donors and philanthropy.

The individual in this position will be a key KCI resource on a wide variety of research assignments and larger projects involving research elements. They will work as part of different project teams, bringing their specific area of expertise to support of projects such as campaign studies, fundraising plans, and strategic initiatives. Working alongside our team of KCI Consultants, the incumbent will provide support to clients on an ongoing basis to help advance campaigns and other major initiatives. They will also work on projects that are specific to our Research + Analytics team, such as donor surveys, prospect review, research reports, and our sector-leading compensation benchmarking and counsel practice.

This position will be responsible for supporting KCI team members; preparing for and participating in client meetings; project managing research elements or assignments; undertaking research and analysis relating to prospects, trends and sector data; contributing to strategy development; and creating key research outputs including final reports and presentations. This position will enable someone to deepen their experience in prospect and sector-focused research, as well as gaining exposure to diverse sectors and clients across Canada. The successful candidate will work with a team of curious, creative, and driven colleagues, in a collaborative team-based environment.

This role also offers the opportunity to work across a wide range of charitable causes, clients, and strategic questions, providing meaningful exposure to the diversity of the sector across Canada.

KEY RESPONSIBILITIES/

Reporting to our Senior Research Consultant and working in partnership with our team of Consultants and Senior Consultants, KCI's Senior Leadership Team as well as other KCI colleagues as appropriate, the Consultant, Research & Analytics will be responsible for:

Prospect Research (40%):

- Employing qualitative and quantitative research to prepare profiles, snapshots, reviewed lists and other succinct and insightful research products for KCI clients and consultants

- Identify potential supporters for KCI client charities
- Review donor giving patterns to understand potential alignment with, or interest in, specific sectors, projects or charities
- Conduct financial analysis on potential donors such as foundations, corporations and individuals to understand and estimate potential donation capacity
- Participate in KCI client meetings to discuss needs, clarify project parameters and desired outcomes, and present findings in concise and informative outputs
- Work in partnership with KCI colleagues in Strategy + Assessments, to ensure key project elements, such as Prospect Identification are aligned with and support project work
- Create documents, whether reports or presentations, that synthesize key findings and their implications
- Work in partnership with KCI colleagues providing ongoing counsel to clients to provide targeted prospect research on an ongoing basis
- Work directly with clients who have retained KCI to provide ongoing prospect research support in a timely and efficient manner

Managing & Augmenting KCI Research Resources (20%):

- Monitoring media and key data sources for relevant news, updates and announcements on topics such as major gift announcements, campaign updates, charitable job postings, etc.
- Maintaining internal resources on fundraising trends, organizational benchmarks, and sector developments to support proposals, studies, and strategic advice
- Updating internal information archives, lists and databases
- Maintaining qualitative narratives or case studies on key issues, such as municipal support of notable hospital campaigns, for use by KCI in products such as environmental scans, studies, etc.

Supporting Compensation Counsel Projects (20%):

- Utilizing internal and external resources to provide research support for compensation benchmarking and counsel projects
- Monitoring published reports, public-sector data sources, and other relevant information on compensation levels and practices to inform projects and counsel activities
- Providing confidential support and project management for KCI compensation benchmarking and counsel projects
- Assisting in the interpretation of compensation data and emerging practices to support evidence-based recommendations to clients

Support for KCI Analytics Projects (20%):

- Providing qualitative and quantitative analytical support for KCI Analytics projects such as donor surveys and prospect screening
- Working with KCI Analytics consultants to review data, present results in text and visual formats, synthesize key findings and prepare reports
- Presenting results to clients in clear and concise manner

REQUIRED COMPETENCIES /

To be successful in this role, the Consultant, Research + Analytics must demonstrate:

- Relevant work experience and/or formal training in prospect research and information management
- Experience working in a fundraising environment is highly desirable, as is experience in a project-focused consulting environment
- Excellent writing, proof-reading, grammar, and spelling skills
- Strong communication and presentation skills; ability to synthesize complex concepts and present information to others in a clear and concise manner in a variety of formats
- Strong computer software skills, including some familiarity with data management and donor databases / charitable CRMs
- Experience synthesizing, analyzing, and compiling qualitative and quantitative data into compelling reports and presentations
- Experience reviewing financial data and drawing out patterns and recommendations
- Sound judgement and discretion in working with incomplete, sensitive, or nuanced information
- Curiosity and drive to work through different forms of data and information to explore options for client challenges and opportunities
- Ability to handle sensitive and confidential information with professionalism, judgement, and discretion
- Excellent organizational skills and high attention to detail, resulting in the ability to manage multiple projects, priorities, and relationships in an efficient and systematic manner within a deadline-driven environment
- A passion for and commitment to the not-for-profit sector and the positive impact that client organizations have on society, as evidenced through professional experience and/or volunteer work within the sector

LOCATION /

KCI offers a flexible remote/hybrid work model. This position will be based in the Greater Toronto Area, primarily working remotely from a home office, with in-person team office days twice a month at our Toronto Head Office (214 King Street West, Suite 402) at a minimum.

FOR MORE INFORMATION /

We believe that people are catalysts and that organizations can only achieve their full potential with the right people on their team. This is true both for our clients and for KCI.

As a firm, KCI has a strong commitment to equity and inclusivity. We are proud that our own staff represents various dimensions of diversity, including gender, race, sexual orientation, age, education, physical abilities, and language. We especially welcome interest from candidates who bring lived experience as a Black, Indigenous, or other racialized person, a person with disabilities, or an LGBTQ2+ person.

The hiring range for this position is \$70,000 to \$85,000 per annum, plus a comprehensive vacation and benefits package including: 3 weeks' vacation plus a winter break in December; group benefits plan; health & wellness program; donations matching program; and group RRSP matching program.

To apply, please send a **resume and letter of interest** via email to Consultant-RA@kcitalent.com by **April 27, 2026**. **Please note that we will be reviewing candidates on an ongoing basis; early submission is appreciated.**

This posting is for an existing vacancy. Artificial intelligence will not be used to screen resumes or assess candidates in this search.

ABOUT KCI/

The nature of the Canadian charitable sector has changed – irreversibly. New ideas, new models, new technologies, new generations and new Canadians present opportunities and challenges for Canadian charities. Where do we go from here? *At KCI, that's our favourite question.*

We are Canada's leading consultants to the non-profit sector with professionals across the country in fundraising, strategy development, research & analytics, and executive search.

Our core purpose is to inspire and enable organizations to raise money, to make the dream of better communities and improved lives a reality. And through our 42 years of experience, we've helped thousands of organizations craft their strategies, build their teams, and raise billions of dollars. We serve our clients through a wide variety of services, including Fundraising Counsel & Campaigns; Assessments & Strategy Development; Research & Analytics; Communications & Case Development; and Executive Search & Talent Services.

In doing that work, we firmly place our focus on values and people...both ours and our clients'. We are proudly and resolutely guided by our core values: the highest integrity in all our actions; commitment to excellence and innovation in everything we undertake; openness to new ideas; and collaborative and respectful relationships with our colleagues and our clients. We hire to these values and live them every day.

At KCI, our people are our most valuable resource. We hire the best and brightest, provide them with ongoing training and support, and allow them to work with a range of clients in different regions and charitable sectors across the country. We strive to foster a collaborative culture of professional and personal growth and to recognize, value, and develop the individual skills and contributions of each of our team members. And because we know the future won't look like the past, we hold capacity building, knowledge sharing, and insight creation at our core. We have made it our business to know What's Next.

For more information about KCI, please visit: <https://kciphilanthropy.com/>

KCI is an equal opportunity employer committed to fostering a diverse, inclusive, equitable, and accessible work environment. KCI will, upon the request of the applicant, provide accommodation during the recruitment process to ensure equal access to applicants with disabilities. If you are selected for an interview and you require accommodation, please inform us.