



EXECUTIVE BRIEF

Vice-President, Development

St. Joseph's
Healthcare  Hamilton
FOUNDATION

Prepared by KCI Search + Talent

| March 2026

Vice-President, Development

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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of St. Joseph's Healthcare Foundation, Hamilton. For more information about this opportunity, please contact **Jill Anderson, Associate Vice President, KCI Search + Talent** by email at SJHF-VP@kcitalent.com.

To ensure an equitable and inclusive process, KCI staff will respond to all inquiries and will individually review all resumes. All inquiries and applications will be held in strict confidence. Interested candidates should send their resume and letter of interest to the email address listed above by **April 1, 2026**.

St. Joseph's Healthcare Foundation is an equal opportunity employer committed to equity, diversity, and inclusion. We aim to reduce barriers and support accessibility and as such, we will accommodate any needs set out under the Canadian Charter of Rights and Freedom, Accessibility for Ontarians with Disabilities Act, and the Ontario Human Rights Code.

This posting is for a current vacancy resulting from an upcoming retirement. Artificial intelligence will not be used to screen resumes nor assess candidates in this search.



Vice-President, Development

THE OPPORTUNITY

St. Joseph's Healthcare Foundation Hamilton is seeking an experienced, growth-oriented fundraising leader to join its team as Vice-President, Development. This role offers the opportunity to work alongside a dedicated, mission-driven group of professionals committed to advancing the Hospital's healing mission and the Foundation's impact.

Reporting to the President and CEO of the Foundation, the Vice-President, Development will provide strategic direction and leadership to all aspects of the Principal Gift, Major Gift, Planned Giving, Donor Relations, and Research and Prospect Management programs, as well as Campaign fundraising.

The Vice-President will have the opportunity to build on the strong foundation already in place and elevate the Foundation's fundraising efforts to the next level. With an emphasis on growing the principal gifts program, this leader will deepen relationships with clinicians and grateful patients, working closely with volunteers and senior leaders to advance this important work. Bringing a strategic, holistic approach to the prospect pipeline will be essential, ensuring thoughtful movement through the donor cycle and sustained engagement across the donor community.

As a collaborative and people-centred leader, the Vice-President will coach and support a talented fundraising team, providing strategic guidance that enables individuals to succeed and grow in their roles. The Vice-President will bring a big-picture perspective, balancing long-term strategy with execution, while fostering a culture that celebrates success, encourages collaboration, and supports retention. The Vice-President will serve as a trusted partner across the Foundation, contributing to a shared commitment to impact and excellence.

The anticipated hiring range for this role is \$160,000 – \$180,000 with a full salary range of \$140,000 – \$187,300, which will be determined based on experience and includes an industry-leading pension plan (HOOPP) and a comprehensive benefits package.

St. Joseph's Healthcare Foundation Hamilton offers a hybrid work model with three days per week at the Foundation office (224 James Street South, Hamilton) and two days from a home office.

ABOUT ST. JOSEPH'S HEALTHCARE FOUNDATION

St. Joseph's Healthcare Foundation is dedicated to raising funds to support the highest priority needs of St. Joseph's Healthcare Hamilton, an academic health sciences centre committed to exceptional patient care, research and the education and training of healthcare professionals.

Since 1970, St. Joseph's Healthcare Foundation has partnered with grateful patients and our community of donors and friends to raise funds that enable our Hospital to deliver the very best care to all those in need while pursuing healthcare research to advance the future of care. It is with this legacy in mind that we embarked on the implementation of our 2023-2028 strategic plan.

We leverage the *Building, Leading, Learning and Caring pillars* of St. Joseph's Healthcare Hamilton's strategic plan, integrate the innovative work of the Research Institute of St. Joe's Hamilton, and remain true to the values of our Founders, the Sisters of St. Joseph of Hamilton. Through our relationship with St. Joseph's Health System, we strive to bridge the gaps in healthcare funding for our Hospital, foster innovation in care, research, and education and impart how every donation to St. Joseph's Healthcare Foundation helps St. Joe's to deliver exceptional care earmarked by unstoppable compassion.

At St. Joseph's Healthcare Foundation, we care about our culture. We believe the talent of our team is our greatest strength, and we are better when we work together. Acting with integrity and kindness isn't just something we do, it's who we are. Here, our employees are people first, and we are building & strengthening a culture of teamwork where the balance of work and life is respected and where we encourage and support one another as individuals.



St. Joseph's Health System

St. Joseph's Healthcare Hamilton is part of the St. Joseph's Health System. When the Sisters of St. Joseph arrived in Hamilton in 1852, they began their work in the freight sheds at the docks in Hamilton, treating the victims of a cholera epidemic, often putting their own lives at risk caring for the sick, the poor, and the marginalized in society. It is their selfless mission that still inspires St. Joe's today.

Today, the Health System encompasses five cities, with over eight thousand staff serving a population of over 2 million, where the Sisters' mission shapes and informs our unique culture, which is the hallmark of our service. Their legacy lives through each one of our physicians, staff, researchers, learners, donors and volunteers of St. Joseph's Health System (SJHS). SJHS is a sought-after leader in the delivery of integrated care, which is transforming patient care and outcomes.

Mission

A strategic partner in the advancement and transformation of healthcare, we work with our generous community to support excellence in patient care, research, and education at St. Joseph's Healthcare Hamilton and in the communities, we are honoured to serve.

Vision

A leader in healthcare philanthropy in Canada, we empower the mission and vision of St. Joseph's Healthcare Hamilton to create a healthy future for all.

Values

In who we are as a team, in the decisions we make and the work that we do, these values are our guide:

- ✓ Accountability
- ✓ Collaboration
- ✓ Compassion
- ✓ Inclusion
- ✓ Innovation
- ✓ Respect

STRATEGIC PLAN 2023-2028

At St. Joseph's Healthcare Foundation, the 2023-2028 Strategic Plan is focused on four strategic pillars; proudly sharing our story, building our donor base, advancing the future of healthcare and making every moment matter.



[Click here for information on the pillars of our Strategic Plan.](#)

Fundraising for our Robotic Surgery Revolution

The Robotic Surgery Campaign

Fourteen years ago, with the support of our generous community of donors, the Boris Family Centre for Robotic Surgery at St. Joseph's Healthcare Hamilton embarked on a journey to explore the power and the promise of robotic surgery. Today, St. Joe's is an international leader in this innovative field. We're one of only a few hospitals in the country with multiple robotic surgery platforms and our program is the first of its kind in Canada, where the specialties of Urology, Thoracics, Head and Neck, and Orthopaedics work together to advance the science of robotics for the ultimate benefit of our patients. Now, we're planning for the next phase of the robotic surgery revolution at St. Joe's, and we have launched a \$20 million robotic surgery campaign, with over \$14 million raised to date.



The Robotic Surgery Revolution Campaign will help our hospital to:

- Bring an additional surgical robot to our fleet at St. Joe's so we can double the number of robotic procedures we perform from 370 to 740 per year. This will help to reduce wait times and improve outcomes for the patients we serve.
- Continue to offer robotic surgery to patients living with cancers of the mouth, head, neck, chest, lung, and bladder, and to patients requiring hip and knee replacements.
- Discover new procedures, pursue novel research, and train the robotic surgeons, nurses and technicians of tomorrow, today.

In order to stay on the forefront of this rapidly evolving field, we must continue to push the boundaries of care, discover and test new procedures, and invest in maintaining our leadership. We know there are many more applications for robotic surgery that are not OHIP funded, and still more that have yet to be discovered. That's why we're working with our generous community to raise \$20 million over the next three years to fuel the next phase of our robotic surgery revolution.

This is one example of a campaign we are currently fundraising for. To learn more about our other campaigns and initiatives, you can read about our fundraising priorities [here](#).

Our Partners



ADDITIONAL INFORMATION

- [About Us](#)
- [Our Hospital](#)
- [Board of Directors](#)
- [Financial Impact Report 2024/2025](#)
- [Audited Financial Statement 2024/2025](#)
- [Foundation Policies](#)
- [Ways to Give](#)
- [Get Involved](#)
- [The Robotic Surgery Campaign at St. Joe's](#)

Foundation Board of Directors

Scott Galbraith, Chair

District Vice President, TD Bank Financial Group

Gordon Albin, Vice-Chair

President and CEO, Queenston Automotive Group and Setay Holdings Limited

Chantal Copithorn, CPA, CA, TEP, Treasurer

Partner, Family Enterprise Services, PricewaterhouseCoopers LLP

Dr. Nina Ahuja

Ophthalmic Surgeon, St. Joseph's Healthcare Hamilton

Hugh Bowman

President and CEO, Global Citrus Group

Justin Campbell

President, Day & Campbell Limited

Elham Farah

Management Director of Fallwood Lavender Farm, Director of Special Projects, Hasty Market Corp.

Agnieszka (Nesha) Gibson

Vice-President, People and Culture, ArcelorMittal Dofasco

Tonia Jahshan

Founder and President, Sipology

Geoff Joseph

President and CEO, Joseph Transportation Group

Janet Knight

Retired, Former Executive Vice President, Hamilton Oshawa Port Authority

Victoria Mancinelli

Director of Public Relations, Marketing and Strategic Partnerships, LiUNA

Dr. James MacKillop

Peter Boris Chair in Addictions Research, St. Joseph's Healthcare Hamilton

PJ Mercanti

Chief Executive Officer, Carmens Group

Anandi Naipaul

Partner and Personal Injury Lawyer, Ross & McBride LLP

Steven Nixon

Retired, Former Regional Vice-President – Hamilton Brantford Norfolk, RBC

Dr. Bobby Shayegan

Chief of Surgery, St. Joseph's Healthcare Hamilton

Shendal Yalchin

General Manager and COO, The Hamilton Club

KEY DUTIES AND RESPONSIBILITIES

- Lead and integrate the major gift and gift planning programs to secure both outright and deferred gifts to the Foundation, while maintaining a rigorous focus on a portfolio of Principal Gifts of \$1,000,000+, including managing a personal portfolio of prospects.
- Manage and provide strategic direction for all campaign fundraising activities, including campaign plan development and implementation, principal and major giving strategy and implementation, grateful patient (clinician and staff engagement) fundraising, as well as volunteer management, campaign reporting and relationship-building.
- Strategically engage and support the Foundation President & CEO in all significant principal gift, major gift, planned gift and campaign solicitations.
- Play a pivotal role in developing and implementing strategies to engage potential principal gift donors including assessing giving capacity, aligning philanthropic interests with Foundation priorities, and coordinating personalized approaches to secure gifts.
- Actively contribute to the Foundation's overall strategic direction as a member of the Executive Team.
- Oversee prospect research and management including identification, research, cultivation, and solicitation.
- Oversee the design and maintenance of a prospect pipeline or chart of giving standards that forecasts the number of prospects required at each gift level to achieve overall fundraising targets.
- Lead a team of direct reports, recruiting, managing, coaching, and motivating them to achieve targets, including the Director of Development, Manager of Development (Principal Gifts), Manager of Major Gifts, and Senior Donor Relations Officer, and conduct regular performance reviews.
- Develop annual goals and operational plans, monitor key benchmarks and performance metrics driving revenue growth and program success.
- Provide leadership to the Donor Relations portfolio to ensure a comprehensive recognition and stewardship program is in place, with emphasis on principal, major, and planned gift donors.
- Manage the development of annual budgets and plans to achieve program objectives and monitor progress toward goals.
- Provide regular updates to the Board and volunteer leadership on fundraising progress, results, and upcoming priorities.
- Contribute to the overall annual and strategic planning processes for the Foundation.
- Review and approve all gift proposal templates ensuring they are accurate, compelling and aligned with strategic priorities.
- Consult widely on all components of the development portfolio with the President & CEO, the Board, the fundraising Cabinet and/or volunteers, the Management Team and the Foundation team as appropriate.

- Foster strong relationships with key stakeholders including Hospital leadership, staff, physicians, researchers and volunteers.
- Promote a collaborative and inclusive culture within the Development team, promoting teamwork, communication, and mutual support among team members.
- Represent the Foundation in a professional, appropriate, informed, and consistent manner.
- Stay informed of developments at St. Joseph's and within the Foundation, including internal and external communications, emerging issues, and organizational positions, to ensure accurate and consistent representation.

QUALIFICATIONS AND KEY COMPETENCIES

- Proven fundraising leader with a track record of advancing development strategies, planning and executing successful campaigns, and cultivating, soliciting, and stewarding major donors, including six-figure and principal level gifts, ideally within healthcare or a similarly complex mission-driven organization.
- Exceptional relationship-building and leadership skills, with the ability to collaborate effectively across teams, with senior volunteers and with other key stakeholders in the Hospital and the broader community.
- Skilled in designing and implementing sophisticated gift structures and supporting others in this work.
- Experience coaching, mentoring and supporting others, with the ability to lead and manage a staff team, monitoring performance and motivating them to achieve goals.
- Proven experience in developing and managing annual budgets and plans to achieve organizational and program goals.
- Experience providing regular, clear updates to the Board and volunteer leadership on fundraising progress, results, and upcoming priorities.
- Exceptional oral and written, communications and presentation skills.
- Strategic thinking, attention to detail, and strong program management skills.
- Strong knowledge of the Hamilton area and broader region served by St. Joseph's Healthcare.
- Solid knowledge of Raiser's Edge or similar fundraising software.
- Healthcare philanthropy or university advancement experience is an asset.
- Commitment to professional and leadership development
- University degree is preferred, and an equivalent combination of experience and training will also be considered. A professional designation such as CRFE is an asset.

LEADERSHIP BIOGRAPHY

Sera Filice

President and CEO, St. Joseph's Healthcare Foundation



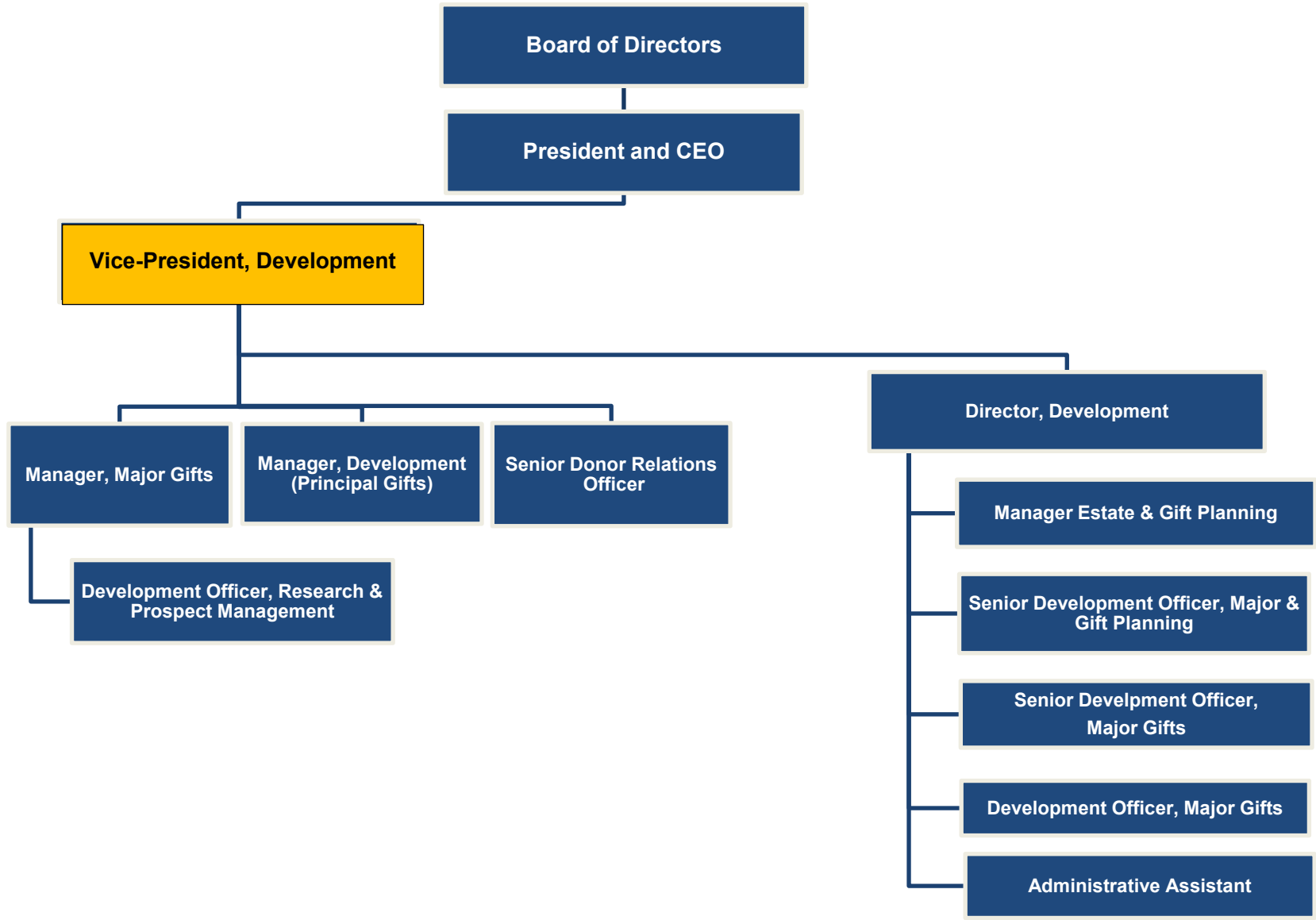
Sera was appointed to the position of President and CEO of St. Joseph's Healthcare Foundation in 2009 and CEO of St. Joseph's Health Centre Foundation in Guelph in 2015.

She is responsible for providing leadership and strategic direction to the diverse fundraising, donor relations, events and communications portfolios of both Foundations. Under her leadership, both Foundations have demonstrated record growth in funds raised and dollars granted to support clinical care, research and education in the regions served by the Hospital and Health Centre.

Prior to joining St. Joseph's, Sera spent thirteen years with the Department of University Advancement at McMaster University, where she held multiple roles. Sera is a proud alumna of McMaster University, earning her Honours B.A., M.A. and MBA there.

Sera completed her Chartered Directors Designation in 2015 through The Directors College (a joint venture of McMaster University and The Conference Board of Canada) and is also a Certified Executive Coach.

ORGANIZATIONAL CHART: St. Joseph's Healthcare Foundation, Development Team



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