



Director, Philanthropy

Position Brief



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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of the Art Gallery of Ontario (AGO). For more information about this opportunity, please contact Sylvie Battisti, Senior Vice President, Search + Talent at AGO@kctalent.com.

All inquiries and applications will be held in strict confidence. To apply, please send a resume and letter of interest to the email address above and note that the deadline for submission is **May 15, 2026**.

The AGO is an equal opportunity employer committed to fostering a diverse and inclusive work environment. In accordance with the Ontario Human Rights, Accessibility for Ontarians with Disabilities Act & the AGO’s Recruitment & Selection Policy for Staff, a request for accommodation will be considered throughout the hiring process.

This position is open to all Canadian citizens, permanent residents and those legally able to work in Canada.

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

Compensation: The AGO offers a competitive compensation package for this position. The hiring range for this role is \$145,000 - \$160,000 and a comprehensive suite of benefits is also provided.

Land Acknowledgement: *The Art Gallery of Ontario operates on land that is the territory of the Anishinaabe (Mississauga) nation and is also the territory of the Wendat and Haudenosaunee. The Dish with One Spoon Wampum Belt Covenant is an agreement between the Haudenosaunee Confederacy and the Anishnaabe Three Fires Confederacy to peaceably share and care for the resources around the Great Lakes. Toronto is also governed by a treaty between the federal government of Canada and the Mississaugas of the New Credit (Anishinaabe nation). Toronto has always been a trading centre for First Nations.*





The Art Gallery of Ontario Director, Philanthropy

THE OPPORTUNITY

The Art Gallery of Ontario (AGO), is seeking a **Director, Philanthropy** to lead strategy development and implementation of fundraising programs designed to drive growth, strengthen the donor pipeline, deepen donor relationships, and provide donors with excellent stewardship.

This is a very exciting time for the AGO as we forge ahead in being recognized as a global leader in the art world. This is a time that calls for people with vision, dedication and an innovative spirit. For this reason, we are seeking a candidate who is passionate or interested in learning about art and its positive impact on society, who can lead with commitment and accountability, and who can inspire and engage employees, volunteers and donors in our AGO 2028 vision.

Reporting to the Chief Development Officer (CDO), the Director will oversee a high-performing Philanthropy team currently responsible for generating approximately \$6.5M in annual revenue to support annual operations and long-term priorities, with a mandate for continued growth. Revenue streams include major and leadership gifts, foundation and government grants, planned giving, and gifts of art.

The Director will manage a personal portfolio of major gift prospects, leading strategies to identify, cultivate, solicit, and steward donors in collaboration with senior leadership. Success in this role requires excellent relationship-building abilities and strong expertise in donor lifecycle management.

A key leadership responsibility includes coaching and developing a results-driven team with clarity and inspiration, fostering a culture of excellence, accountability, and continuous growth. The Director will work cross-functionally with internal stakeholders, volunteers, and committees to strengthen a collaborative and organization-wide culture of philanthropy.

The ideal candidate brings a strategic mindset, emotional intelligence, and a commitment to diversity, equity, and inclusion, along with the ability to build authentic, respectful relationships across diverse communities. The successful candidate will be a leader who inspires engagement and aligns stakeholders around shared goals.

As a member of the Development leadership team, the Director will contribute to broader divisional strategy and play a central role in advancing AGO's mission to promote community, creativity, and culture in Toronto and beyond.

If preferred, this role offers the opportunity to work in a hybrid model (4 days at the AGO/1 day remotely) and includes occasional work on evenings and weekends, as dictated by programming and fundraising events. Limited travel may be required for 1 to 2 trips per year internationally, so a valid passport is needed.

ABOUT THE AGO

The Art Gallery of Ontario (AGO) is one of North America's largest and most distinguished art museums, located in the cultural heart of Toronto — one of the most diverse and globally connected cities in the world.

Founded in 1900, the AGO houses a collection of more than 120,000 works spanning the first century to today. The collection includes significant Indigenous and Canadian art, the renowned Thomson Collection of European masterpieces and ship models, and an expanding global contemporary program. In 2008, the museum's architectural transformation by architect Frank Gehry further cemented its place as an international cultural landmark. Scheduled to open in 2027, the AGO's new Dani Reiss Modern and Contemporary Gallery will further share great art and experiences with local, national and international audiences

The AGO serves hundreds of thousands of visitors annually and plays a central role in shaping Canada's artistic and cultural dialogue by presenting wide-ranging exhibitions and programs, including solo exhibitions and acquisitions by diverse and underrepresented artists from around the world. Its exhibitions, acquisitions, public programs, and educational initiatives position it as both a steward of history and a champion of contemporary voices.

In 2019, the AGO launched a bold new initiative designed to make the museum even more welcoming and accessible with the introduction of free admission for Ontarians 25 years and under and a \$40 annual pass.

The Art Gallery of Ontario is funded in part by the Ontario Ministry of Tourism, Culture and Sport. Additional operating support is received from the City of Toronto, the Canada Council for the Arts, and generous contributions from AGO members, donors, and private-sector partners.

The Art Gallery of Ontario is not simply a museum — it is a civic anchor, a global cultural voice, and a platform for artistic innovation in one of the world's most dynamic cities.

OUR MANDATE

Mission

We bring people together with art to see, experience and understand the world in new ways by presenting great ART, facilitating LEARNING, and engaging with our AUDIENCE.

Vision

We lead global conversations from Toronto through extraordinary collections, exhibitions, and programs—and by reflecting the people who live here.

Values

Respect: We foster belonging and appreciate each other.

Openness: We interact with an open mind and thoughtful engagement.

Collaboration: We believe in the power of together.

Accountability: We own our actions and outcomes.

Operating Principles

Be inclusive, accessible and relevant to our visitors.

Strive for artistic and operational excellence.

Achieve financial equilibrium and sustainability.

OUR COMMITMENT TO DIVERSITY, INCLUSION, EQUITY & ACCESSIBILITY

We believe everyone should feel safe, welcome, and have access to experience great art and programming that reflects them, their history and the people who live in their community.

As part of our commitment to this belief, in 2023, the AGO established a Diversity, Inclusion, Equity and Accessibility Action Plan. It is a living plan that will be reviewed continuously and will adapt to cultural shifts. The Action Plan is grouped around five pillars that form the basis of a comprehensive and strategic approach for current DEIA initiatives and future plans.

- **Pillar 1: Action and Accountability.** Foster a museum that is inclusive, diverse, equitable, and accessible
- **Pillar 2: Diversify our collection, exhibitions and programming.** Reinforce diversity, inclusion, equity and accessibility as central to our art content decisions.
- **Pillar 3: Lead with the people who live here.** Grow and deepen our relationship with diverse audiences and use consultation to gain community input with expert knowledge to remain vibrant and relevant in the changing global cultural conversation. Building on our work to create an organizational culture that fosters an environment that is inclusive, diverse, equitable, and accessible to all.
- **Pillar 4: Recruitment, retention and success.** Integrate approaches to DEIA in recruitment, retention, onboarding, learning and development, and workplace experience for staff and volunteers, including our board of trustees.
- **Pillar 5: Inclusive Procurement.** Promote diverse suppliers for goods and services Gallery-wide

PHILANTHROPY AT THE AGO

The AGO is truly the Gallery of Us—because we simply could not do what we do without the support of our community. In 2024–25, this included:

- ❖ \$16.1 million in donations, memberships, bequests, and corporate sponsorships
- ❖ \$47.5 million in the value of artworks gifted to the AGO
- ❖ \$16.5 million in gifts of funds for capital projects, including the Dani Reiss Modern and Contemporary Gallery
- ❖ \$26.8 million in growth of the Endowment value and new contributions to The AGO Foundation, which stewards a portfolio of \$140 million for the benefit of the AGO

As a beacon of cultural significance and creative exhibition, we have been supported throughout the years by a generous community of members, patrons, private-sector partners and art enthusiasts from across the country. In addition, we are funded in part by the Ontario Ministry of Tourism, Culture and Sport, the City of Toronto, and the Canada Council for the Arts.

Our fundraising programs include major gifts, leadership gifts, bequests, annual giving and special events, as well as gifts of art and other in-kind donations. In total, private sector revenues, including memberships, individual and corporate giving, sponsorships, and fundraising events, represent approximately 30% of total operating revenues.

ADDITIONAL INFORMATION

[About the AGO](#)

[AGO Impact](#)

[Leadership Team](#)

[Board of Trustees](#)

[AGO for ALL](#)



Rodney Graham, *Media Studies '77*, 2016. Two painted aluminum lightboxes with transmounted chromogenic transparencies, Each panel: 232.2 x 182 x 17.8 cm. Art Gallery of Ontario. Gift of the Estate of Philip B. Lind, 2024. © Estate of Rodney Graham, Courtesy Lisson Gallery. 2024/48



Installation view, *Moments in Modernism*. Work shown: Jack Bush, *Salmon Concerto*, 1975. © Estate of Jack Bush / CARCC Ottawa, 2025.



Visitors in the Henry Moore Centre circa 1993

KEY RESPONSIBILITIES & ACCOUNTABILITIES

Strategic Leadership

- In consultation with the CDO, leads the development of multi-year strategic objectives and annual business plans for philanthropic giving, including annual individual and major gifts, foundations and government grants, and planned giving.
- Collaborates with colleagues across the Gallery to ensure philanthropic support of institutional priorities and alignment with existing Gallery programs.
- Develops strong working relationships with the AGO Leadership Team and managers from various departments including Curatorial, Public Programming and Learning, and Business and Brand, nurturing a culture of philanthropy across the organization.
- Designs programs, engagement opportunities and promotional plans to maximize philanthropic support.
- Regularly evaluates fundraising program effectiveness and efficiency, introducing new strategies and course-correcting to deliver best results.
- Works with the Senior Manager, Leadership Giving and Associate Director, Philanthropy & Planned Giving to support the development of annual and longer-term program objectives. Offers expertise and guidance around strategy development, coaches and provides leadership related to volunteer relationships and committee management.
- Drives the development of the annual Development budget, and monitors budget and plan throughout the year in consultation with the CDO, staff and Development Operations team.
- Regularly reports to the CDO on revenue progress, identifying and mitigating risk and capitalizing on opportunities.
- Participates as a division representative on Gallery groups and committees as assigned by the CDO. Acts as a senior Gallery representative at external functions as required.

Team Management

- Plans and oversees the appropriate resourcing of work, and the development of skills, systems and procedures to achieve departmental goals and financial targets.
- Provides mentorship and guidance to staff, focused on hiring and retaining talent, and managing a high-performance team for optimal results.
- Ensures ongoing support for Philanthropy team through effective training and development, and opportunities that promote job satisfaction and professional excellence.

Fundraising and Revenue Generation

- Leads the Philanthropy team in identifying and cultivating a robust prospect pipeline for major and planned gifts through individual portfolio management as well as a variety of donor engagement opportunities and touchpoints.
- Actively manages a personal portfolio of prospects and donors at the \$100K+ level, and partners with relationship managers in other AGO departments to deepen relationships with donors and secure gifts.
- Coaches relationship managers around strategies to effectively engage donors, secure support and increase giving levels.
- Works with the AGO senior team to effectively engage and support them in fundraising and stewardship activities, ensuring they are strategically integrated and effectively prepared to contribute to the fundraising effort.
- Contributes to planning and implementation of stewardship and recognition activities to ensure the highest standards of donor experience and clearly articulates the impact of their giving.
- Participates as a stakeholder in the development and implementation of communication plans to build a culture of philanthropy and integrate philanthropic messaging throughout the Gallery and community.
- Oversees the development of compelling, high quality fundraising materials that communicate the AGO's brand and value proposition to prospects and clearly articulate to donors the impact of their generosity towards the AGO.
- Provides thought leadership and contributes to the implementation of effective strategies and tactics for developing a robust annual and mid-level giving pipeline.
- Together with the Senior Manager, Leadership Giving and in partnership with the Development Operations team, offers expertise around the use of techniques in research and data analytics to develop of a strong acquisition strategy and system to effectively migrate members to donors and move them through the various leadership, major and planned giving levels of support.
- Regularly evaluates fundraising program effectiveness and efficiency, introducing new strategies and course-correcting to deliver best results.

QUALIFICATIONS AND COMPETENCIES

- While knowledge of art is not a requisite, a strong, authentic interest and openness to learning about art and the art world is expected in this role.
- Significant experience in a fundraising role at a senior level, with a proven record of success in revenue growth and innovation, in a leadership capacity within annual, mid-level, major gift and planned giving fundraising.
- Experience leading and developing a fundraising team; coaching, inspiring and mentoring fundraising staff for continued growth and success.
- Demonstrated track record of effective management of senior volunteers in various roles and capacities.
- Excellent interpersonal skills including strong relationship building and the ability to relate successfully with individuals and employees at all levels.
- Demonstrated, well developed communication skills (written and verbal) including experience in creating and presenting compelling proposals to donors.
- Well-developed ability to be creative with respect to prospect identification, cultivation and solicitation.
- Comprehensive knowledge of effective and meaningful donor recognition programs, high-end patron's programs and affinity groups.
- Experience initiating, analyzing, monitoring, evaluating and altering strategic fundraising and stewardship plans.
- Experience developing and managing program budgets.
- Comprehensive knowledge of CRA guidelines; general understanding of current finance and accounting principles in the not-for-profit sector.
- Effective comprehension and application of confidentiality and diplomacy.
- Well-developed computer literacy including proficient use of Microsoft Office Suite, Raiser's Edge or other donor database management systems.
- Well-organized, detail-oriented, effective at follow-through and priority setting.
- Experience working in a unionized environment would be an asset.
- A university degree or a combination of comparable skills and experience.
- CFRE designation is considered an asset, along with being in good standing with the ethical codes of one or more of the following organizations: AFP, AHP, CAGP, CCAE.
- Ability to work occasional weekends or evening hours.
- Occasional travel (domestic and international) is required in this position, thus a valid passport is needed.

LEADERSHIP BIOGRAPHIES

Andrea Orr

Chief Development Officer



Andrea Orr joined the AGO as Director, Campaign in 2019 and became Chief Development Officer in 2026. Andrea leads the Development team, building the AGO's philanthropy strategy aligned with the Gallery's long-term vision and setting the groundwork for future campaigns. The team also oversees the AGO Foundation and American Friends of the AGO.

Andrea has dedicated her career to the non-profit and philanthropic sector, having held progressively senior positions in donor relations, major gifts, and campaigns at Children's Aid, Mount Sinai Hospital and Princess Margaret Cancer Foundations before joining the AGO. She is committed to the Gallery's mission and sharing the gift of art with our community.

Andrea holds the CFRE designation, a Bachelor of Arts from the University of Ottawa, a Bachelor of Social Work from the University of Manitoba, and a Masters of Philanthropy and Nonprofit Leadership from Carleton University.

Stephan Jost

Michael and Sonja Koerner Director, and CEO

Stephan Jost is the Michael and Sonja Koerner Director, and CEO of the Art Gallery of Ontario.

Following his appointment in 2016, Stephan demonstrated immediate leadership by thoughtfully exploring the AGO's visitorship, collection and key strengths in order to strategically focus on three mission-aligned areas: *art, access and learning*. He has overseen the revitalization of several key areas in the Gallery, helped clarify new audience target segments; and launched *Look:Forward*, a major reinstallation of the AGO's remarkable Collection.

Before joining the AGO, Stephan was Director of the Honolulu Museum of Art (HoMA) for five years, where he worked to make the Museum a welcoming and accessible place for a more diverse audience. Under his leadership, HoMA's finances were dramatically improved; the education program expanded in reach and capacity; its membership increased by 64 per cent; and the visitor experience significantly energized.

Prior to that, he was the Director of the Shelburne Museum in Vermont, the Director of the Mills College Art Museum in Oakland, California, and held several curatorial positions at the Allen Memorial Art Museum of Oberlin College in Ohio.

Born in Michigan, Stephan holds a BA in art history from Hampshire College in Massachusetts and an MA in art history, specializing in the history of photography, from the University of Texas at Austin.



ORGANIZATIONAL CHART – DEVELOPMENT TEAM

Development Team

Organizational Chart

March 2026

