Shine On Hamilton Burlington Brantford

ymcahbb.ca

Director, Philanthropy

Location: Association Services, 79 James Street South, Hamilton, Ontario
Employment Type: Full-Time Salaried with benefits and a complimentary YMCA Membership
Salary Range: $91,530 - $110,000 annually, commensurate with experience
Salary Grade: Grade 7

Position Overview:

We believe that it is through the power of our amazing people that the #YSavesLives. By joining our Philanthropy team, you will contribute to making our Y the best place to work.

As a Director, Philanthropy, you will lead a team of major gift professionals, fostering a high-performance culture grounded in collaboration, accountability, and donor-centered engagement. This role will personally manage a portfolio of major donors and prospects while driving team success through coaching, strategy, and performance management. You'll also be responsible for developing and executing strategies to secure major and transformational gifts that advance the YMCA's mission of building healthy, connected communities.

This is an excellent opportunity for a collaborative and strategic fundraising leader with strong relationship building and communication skills to drive meaningful changes and contribute to the continued success of the YMCA of Hamilton|Burlington|Brantford.

What You'll Do:

- **Strategic Leadership:** Design and execute a comprehensive major gifts strategy aligned with campaign goals, set ambitious and achievable revenue targets, and track progress using clear performance metrics. Contribute to organizational fundraising planning, including campaigns and special initiatives.
- **Team Leadership & Capacity Building:** Coach, mentor, and manage a team of major gift fundraisers, fostering accountability, collaboration, innovation, and professional growth. Ensure team members are effectively managing donor portfolios and moving prospects through the donor cycle. Ensure ownership and clarity of goals to encourage and foster collaboration and innovation within and between departments, and across the association.
- **Major Gifts Fundraising:** Personally manage a portfolio of high-capacity donors ($50,000+), cultivating, soliciting, and stewarding relationships through tailored proposals and impact reporting. Ensure accurate and timely documentation of donor interactions in the CRM system. Develop tailored proposals and impacts reports that clearly communicate the YMCA's mission and outcomes.
- **Ensure Reporting & Accountability:** Monitor and report on key performance indicators, including revenue, pipeline movement, and donor engagement. Ensure compliance with fundraising best practices, ethical standards and YMCA policies.
- **Collaboration & Stakeholder Management:** Partner with senior leadership, volunteers, board members, and program leaders to develop compelling donor opportunities. Work in partnership with Senior Vice-President, Philanthropy to assist recruitment, orientation, and ongoing support of Campaign Cabinet Volunteers.
- **Engage in the Broader YMCA Network:** Actively participate in YMCA Canada's Philanthropy Community of Practices and YMCA North America Development Organization (NAYDO) to strengthen sector knowledge and effectiveness.

What You'll Bring:

- Post-secondary education in philanthropy, social sciences, business, community development, or an equivalent combination of education and experience.
- A minimum of 7+ years of progressive fundraising experience in the non-profit or charitable sector, with a proven track record of securing major gifts and leading complex campaigns.
- Demonstrated success leading, coaching, and developing fundraising professionals to deliver strong results.
- Experience working effectively with senior leaders, boards, and campaign volunteers to advance fundraising priorities.
- Strong understanding of donor lifecycle management and relationship-based philanthropic best practices.
- Exceptional interpersonal, presentation, and relationship-building skills.
- Outstanding written communication skills, including proposal development and strategic donor messaging.
- Proficiency with CRM systems, data-informed decision-making, and budget management.
- A collaborative, strategic leadership style with the ability to translate vision into actionable fundraising plans.

A Major Asset If:

- You have worked in non-profit, charity or public sector organizations.
- Certified Fund-Raising Executive (CRFE) designation is considered an asset.

All offers of employment will be subject to the provision that the successful incumbent provides the YMCA of Hamilton|Burlington|Brantford with a current and satisfactory Police Records Check. Positions responsible for the direct supervision of children and/or vulnerable persons will be required, in addition to a Police Records Check, to provide a Vulnerable Sector Screening Report at the time of hire. Police Records Checks are reviewed on an individual basis, and the offence(s), if any, is considered in the decision-making process in relation to the requirement of working with children; therefore, not eliminating all candidates with a record from being offered a position

Ready to Make a Difference? This is your chance to play a critical role in shaping a thriving, inclusive workplace where employees feel supported and empowered. If you're passionate about people and excited to lead impactful initiatives, we want to hear from you!

Interested in applying? To view and apply for positions as a current employee, please log into your UKG account and click "My Company", then "View Opportunities" in the sidebar menu.

The YMCA of Hamilton|Burlington|Brantford is committed to creating an inclusive, diverse, equitable and accessible environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or neurodiversity. We understand the social barriers preventing individuals from applying for open roles. We encourage those from the Indigenous, 2SLGBTQIA+, BIPOC, and Disabled communities to apply. If you need any accommodation throughout the recruitment process, please do not hesitate to contact our People, Leadership and Culture Department plc@ymcahbb.ca