



POSITION PROFILE

Senior Manager, Leadership Gifts ALS Canada



Position Overview



Organization:	ALS Canada
Position Title:	Senior Manager, Leadership Gifts (new position)
Reports To:	Vice President, Fund Development
Team:	One direct report: Specialist, Fund Development
Location:	Hybrid work model, minimum two days a week in office (180 Bloor Street West, Toronto)
Compensation:	\$95,000 to \$110,000, plus a comprehensive benefits and vacation package. Compensation will be determined commensurate with experience.
Use of AI:	Artificial intelligence is not currently used to screen, assess, or select applicants at any stage of the hiring process.

Is This You?

You are a strategic, relationship-driven fundraising leader who understands how philanthropy, mission impact, and long-term donor engagement come together to drive results. You excel at building trust with high-value donors, deepening relationships over time, and securing meaningful investments that advance organizational priorities. You understand what motivates major and legacy donors and know how to translate shared values into sustained, purpose-driven commitments.

You want to work in a place where people genuinely care about one another — where you can bring your full self, feel supported, and be part of a team that leads with empathy, respect, and humanity. ALS Canada fosters a warm, inclusive culture where people feel valued, trusted, and encouraged to do their best work. The organization is known for its compassion — for the families it serves and for the colleagues who show up for each other every day — creating an environment where collaboration and belonging are foundational.

You are energized by the opportunity to grow a leadership gifts and planned giving program. You bring discipline to portfolio management, creativity to donor cultivation, and confidence to complex solicitations. You see the full continuum of donor engagement and know how to strengthen the pipeline at every stage, engaging individuals, foundations, corporations, and partners with ease.

You are motivated by ALS Canada's mission and the chance to make a meaningful difference in the lives of people living with ALS and their families. If you're excited by the opportunity to shape a growing program and unlock transformational philanthropic support for a vital national health charity, keep reading.

About ALS and the ALS Society of Canada



Amyotrophic lateral sclerosis (ALS) is an unrelenting and currently terminal disease. It progressively paralyzes people because the brain is no longer able to communicate with the muscles of the body that we are typically able to move at will. Over time, as the muscles of the body break down, someone living with ALS will lose the ability to walk, talk, eat, swallow, and eventually breathe. Nearly 4,000 Canadians live with ALS and approximately 1,000 Canadians are diagnosed each year. Four out of five people living with ALS will die within two to five years of their diagnosis.

The ALS Society of Canada is working to change what it means to live with ALS. Grounded in and informed by the Canadian ALS community, they respond to the urgent unmet need for life-changing treatments by investing in high-quality research that will fuel scientific discovery and by engaging industry, supporting increased clinical capacity, and advocating for equitable, affordable, and timely access to proven therapies.

Responding to the tremendous need for current and credible ALS knowledge, awareness, and education, they empower Canadians affected by ALS to navigate the current realities of ALS, be informed consumers of ALS information, and advocate effectively for change. In Ontario, they provide direct community services to help people navigate ALS.

Founded in 1977, ALS Canada is a registered charity whose work is powered by generous donors who share its vision toward a world free of ALS. Its work is guided by values of accountability, collaboration, compassion, integrity, respect, and dynamism, and by a **2024–2028 Strategic Plan** focused on leading, driving, mobilizing, and empowering progress across the ALS landscape.

ALS Canada is deeply committed to inclusion, diversity, equity, and accessibility (IDEA) and is an Employer Partner with the Canadian Centre for Diversity and Inclusion (CCDI), drawing on Canadian and global resources to strengthen its culture. This commitment extends to how the organization supports employees — fostering a workplace where people feel valued, supported, trusted, and able to bring their full selves to work.

Together with the broader ALS community, ALS Canada is united in its pursuit of impact — ensuring no Canadian faces ALS alone, while laying the groundwork for tomorrow’s breakthroughs.

The Position



The Senior Manager, Leadership Gifts is a key fundraising leader responsible for driving revenue growth and executing ALS Canada’s major giving strategy across individuals, foundations, corporate giving, cause marketing, and partnerships. The role also leads the Planned Giving portfolio, identifying and implementing opportunities for long-term growth.

Reporting to the VP, Fund Development, the Senior Manager leads the full major gift cycle – identification, qualification, cultivation, solicitation, and stewardship – with accountability for strengthening the donor pipeline and securing significant philanthropic investments.

As a people leader, the Senior Manager provides coaching, performance management, and development for the Specialist, Fund Development, and contributes to a collaborative, inclusive, and high-performing Fund Development team. The role also contributes to Board reporting and supports Board engagement as required.

This is an opportunity to shape a growing portfolio, deepen donor engagement, and play a meaningful role in advancing ALS Canada’s mission.

Key Accountabilities



Leadership and Management

- Lead, develop, and manage the annual fundraising budget and operating plan for the Leadership Gifts, Planned Giving, and Partnership portfolios.
- Analyze trends in leadership gifts fundraising to identify opportunities, challenges, and strategic actions that position ALS Canada for growth.
- Prepare reports and presentations for the Board and senior management related to assigned portfolios and areas of expertise.
- Provide leadership, coaching, performance evaluation, and engagement support to the Specialist, Fund Development, fostering an inclusive and collaborative team environment.
- Work cross-collaboratively with all departments to maximize funds raised and ensure exceptional donor experiences and stewardship.
- Champion and nurture a culture of philanthropy across the organization, modeling values-aligned leadership.

Revenue Generation

- Achieve annual revenue targets for Leadership Gifts, Planned Giving, and Partnership portfolios.
- Build and manage a robust prospect pipeline, actively cultivating, soliciting, and stewarding philanthropic and sponsorship prospects.
- Lead all stages of the major gift cycle — identification, qualification, cultivation, solicitation, and stewardship — to secure meaningful philanthropic investment.
- Prepare compelling proposals, grant submissions, and sponsorship packages for varying opportunities across the organization.
- Develop and execute a corporate engagement strategy to advance partnership and sponsorship opportunities.
- Support the Events Team, where appropriate, with sponsorship recruitment and corporate engagement through employee participation.
- Identify, set, and meet key performance indicators, including pipeline statistics, close rates, and pledges.
- Maintain deep knowledge of ALS Canada's work and funding priorities to effectively engage donors and prospects.

Cultivation and Stewardship

- Build, manage, and steward relationships with a portfolio of individual, family, and corporate foundation donors.
- Renew gifts, identify opportunities for alignment, and grow support, including planned giving opportunities.
- Develop and implement a comprehensive stewardship and recognition plan, ensuring personalized experiences, donor appreciation events, and high-quality reporting.
- Collaborate with internal stakeholders to develop annual, general progress/stewardship reports, as well as tailored updates for high-value and/or restricted donors.
- Create and evaluate tailored donor benefits, ensuring contractual obligations are met for major gift initiatives.

Administration

- Maintain accurate and timely records in Raiser's Edge, including communications, reporting requirements, opportunities, and proposal submissions.
- Ensure receipting and follow-up communications align with stewardship plans.
- Support organizational processes, reporting, and administrative requirements as needed.
- Represent ALS Canada at donor meetings, events, and community engagements.

The Ideal Candidate



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- Completion of post-secondary education with 5 years or more proven success in major gifts fundraising, leading national and regional fundraising campaigns with revenue targets of \$1M+, experience cultivating, soliciting, and stewarding donors across individuals, foundations, and corporations.
 - Experience managing a donor portfolio and advancing prospects through the full giving continuum.
 - Strong understanding of planned giving principles and donor motivations.
 - Demonstrated ability to develop strategies, analyze trends, and drive revenue growth.

- Experience leading or coaching staff, with a commitment to collaboration and team development.
- Skilled in building cross-organizational relationships and fostering a culture of philanthropy.
- Strong communication, influence, and relationship-building skills.
- Data-driven, analytical, and comfortable managing budgets and reporting.
- Proficiency with fundraising databases (Raiser's Edge preferred)
- Passion for ALS Canada's mission and a desire to make a meaningful impact.

Application Instructions



ALS Canada is committed to creating a diverse, inclusive, and accessible work environment. Applicants must be eligible to work in Canada for the duration of employment. Accommodations are available throughout the recruitment process upon request.

Preston Human Capital Group is conducting this search on behalf of ALS Canada. If you are looking for an outstanding challenge and meet the qualification criteria, we look forward to hearing from you. Please include a cover letter and CV addressed to **Lori Radke** at lori@phcap.ca. If you require accommodation during any stage of the recruitment process, please indicate this in your cover letter. The posting closes on **Friday, June 5th, at 5pm ET**. Please note that only candidates selected for an interview will be contacted. Thank you for your interest.