



Chief Development Officer
Full-time, Onsite

The Organization

Since 1981, Ronald McDonald House Toronto has served as a place to call home for families with seriously ill children undergoing treatment. Ronald McDonald House Toronto encompasses a House for 81 families in downtown Toronto and seven Family Rooms in hospitals across the Greater Toronto Area and in Sudbury. The families we serve come from throughout Ontario, across Canada and around the world.

As demand for services continues to grow, Ronald McDonald House Toronto is investing in the systems, leadership, and infrastructure required to scale its impact and ensure long-term sustainability.

We are looking for a **Chief Development Officer** to join our growing team at the House at 240 McCaul Street, Toronto.

The Opportunity:

Ronald McDonald House Toronto is entering a pivotal and exciting new chapter. Under the leadership of a newly appointed CEO, the organization is evolving its Senior Leadership Team to support continued growth, deepen impact, and strengthen long-term sustainability. This transformation is grounded in a clear ambition: to ensure that every family with a seriously ill child has access to the care, support, and community they need—when and where they need it most.

To help realize this vision, we are seeking a **Chief Development Officer (CDO)** who will play a critical role in shaping the future of the organization.

This is more than a fundraising leadership role. It is an opportunity to build and lead an integrated development function that drives sustainable revenue growth, strengthens donor engagement, and supports mission-driven expansion.

The CDO will lead a well-established team with the opportunity—and expectation—to strengthen its structure, focus, and performance to support the organization's next phase of growth.

The Role

Reporting to the Chief Executive Officer and serving as a key member of the Senior Leadership Team, the CDO is responsible for providing strategic leadership and oversight across fundraising, donor engagement, and resource development functions.

The CDO will:

- Shape and execute multi-year fundraising strategies that support organizational growth
- Strengthen donor strategy, pipeline development, and stewardship at all levels
- Build the systems, processes, and analytics required for a data-informed fundraising organization
- Partner with the CEO, Board, and leadership team to advance revenue generation and strategic priorities
- Lead and evolve a Development team of 8+ staff, building the structure, discipline, and leadership capacity required for sustained growth
- Collaborate closely with Marketing to align brand, storytelling, and campaigns with fundraising priorities

This role is central to building the structures, systems, and capabilities required for a modern, strategic, and high-performing fundraising organization.

Key Responsibilities Include

Strategic Development Leadership

- Develop and lead long-term fundraising strategies aligned with organizational priorities
- Establish clear revenue targets, performance frameworks, and accountability measures
- Serve as a strategic advisor to the CEO and Board on fundraising growth and sustainability

Fundraising Strategy & Revenue Growth

- Lead the design and execution of a diversified fundraising strategy across major gifts, corporate partnerships, campaigns, events, and community giving
- Oversee the development of a strong donor pipeline, including major and transformational giving opportunities
- Strengthen revenue forecasting, planning, and performance management

Donor Strategy, Stewardship & Partnerships

- Oversee donor acquisition, retention, stewardship, and engagement strategies
- Partner with the CEO and Board to cultivate key donor and sponsor relationships
- Strengthen relationships with corporate partners, foundations, including McDonald's our founding and forever partner, and community stakeholders

Data, Systems & Analytics

- Lead the evolution of CRM, data, and analytics capabilities

- Establish reporting, dashboards, and insights to support decision-making and performance
- Build systems and processes that enhance team effectiveness and fundraising outcomes

Cross-Functional Partnership Cross & External Engagement

- Represent the organization with key donors, sponsors, and partners, cultivating and stewarding high-value and transformational relationships
- Ensure integrated, impact-driven approaches to donor engagement that support revenue growth and strengthen organizational

Organizational Leadership & Team Development

- Lead, empower and develop a Development team of **8+ professionals**, with accountability for performance, structure, and long-term capability building
- Support and empower the team to support the organization's next stage of fundraising growth
- Establish clear roles, accountability frameworks, and performance expectations across all development functions
- Foster a high-performing, collaborative, and disciplined team culture grounded in accountability and continuous improvement
- Build leadership capacity within the team, coaching and developing direct reports to operate at a higher level
- Partner with the Senior Leadership Team to strengthen organizational effectiveness and support enterprise-wide priorities

The Successful Candidate

The ideal candidate is a strategic and experienced fundraising leader who brings both depth of expertise and the ability to build and scale a high-performing development function.

Experience & Qualifications

- 10+ years of progressive leadership experience in fundraising, development, or advancement
- Proven success achieving significant revenue targets, ideally in a \$10M+ fundraising environment
- Experience leading integrated fundraising programs, including major gifts, campaigns, corporate partnerships, and events
- Experience leading and developing teams of **8+ staff**, including building structure, accountability, and performance
- Experience working with senior leadership, Boards, and major donors
- Experience leveraging CRM systems, analytics, and performance reporting
- Nonprofit, healthcare, or similarly complex environment experience is an asset

Leadership Profile

- Strategic & visionary leader with the ability to translate vision into execution and results
- Experienced in leading **mid-sized to large development teams**, with a strong focus on structure, accountability, and performance
- Skilled at building and evolving teams through periods of growth and change
- Strong communicator with executive presence and the ability to influence at all levels, including Board and senior volunteers
- Systems-oriented leader who brings discipline, clarity, and operational excellence to complex functions
- Comfort with public appearances and representing Ronald McDonald House Toronto in public events and meetings.

The successful candidate will need to undergo a successful reference check, a satisfactory background check and immunization process as per hospital policies.

What We Offer

At Ronald McDonald House Toronto, you're not just taking on a job; you're becoming part of a mission that makes a tangible difference every day. As a **Chief Development Officer**, you'll play a key role in helping families feel at home when they need it most. You'll have the opportunity to work with compassionate people, enhance your skill set, and contribute to a life-changing cause.

In addition to meaningful work that supports families during critical moments, we offer:

- Join a **transforming executive team under new leadership**
- Play a defining role in building the organization's **fundraising capacity and long-term sustainability**
- Partner in shaping an integrated approach to **development, marketing, and engagement**
- Contribute directly to improving the lives of families navigating serious childhood illness

If you're looking to make a difference every day in the lives of children and families, [submit your application today!](#)

This posting is for an active vacancy that the organization is currently seeking to fill.

We do not use artificial intelligence (AI) or automated decision-making tools to screen, assess, or select candidates.

Ronald McDonald House Toronto is an Equal Opportunity Employer.

Ronald McDonald House Toronto is committed to equity, diversity, and inclusion in the workplace. As an equal opportunity employer, we are dedicated to building a qualified workforce that reflects the diverse communities and families we serve, and to fostering an inclusive, accessible, and respectful environment where all individuals feel valued, supported, and have equitable opportunities to succeed.

When contacted for a job opportunity, please advise the People and Culture team of any accommodation needed in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code to ensure you have access to an equitable process. We request that you provide your accommodation request as soon as reasonably practicable. Any information received relating to accommodation will be addressed confidentially.