

TORONTO
HUMANE
SOCIETY

like no
other.



DIRECTOR, MAJOR GIFTS

POSITION BRIEF



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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of the Toronto Humane Society. For more information about this opportunity, please contact Jody Jacobson, Senior Consultant, KCI Search + Talent by email at THS@kci talent.com.

Interested candidates should send their resume and letter of interest to the email address listed above by **July 2, 2026**. All inquiries and applications will be held in strict confidence.

Toronto Humane Society is committed to building, and sustaining, a diverse and equitable workplace where people’s unique backgrounds, experiences, and perspectives are valued, respected, and welcome. We recognize that a diverse and empowered workforce helps us better serve our animals, clients, and community and contributes to Toronto Humane Society’s overall growth and success. Therefore, we strongly encourage qualified applications from underrepresented and equity-deserving groups within the animal welfare sector, including Indigenous, Black, racialized, newcomers, 2S/LGBTQ+, and people with disabilities.

If you require accommodation, please notify the Search Consultant in advance and they will work with you to meet your needs. THS is committed to providing accommodation throughout the recruitment and selection process.

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





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DIRECTOR, MAJOR GIFTS

THE OPPORTUNITY

Toronto Humane Society is seeking an action-oriented and relationship driven fundraiser to serve as Director, Major Gifts at a genuinely exciting moment for the organization. The Director will have the opportunity to establish and shape a major gifts program from the ground up, bringing both the strategic vision and the hands-on execution needed to move from foundation-building to transformational impact.

Reporting to the Chief Development Officer, and working as part of the Development team, the Director will join a passionate, collaborative, and diverse team that is deeply committed to THS's mission and to each other. Working across the organization, the Director will play a central role in building a culture of philanthropy, helping colleagues, volunteers, and senior leadership understand and embrace their roles in donor engagement and relationship-building.

The Director will need to build and manage a portfolio of donors and prospects across the full relationship lifecycle, from identification and cultivation through solicitation and stewardship. THS brings a strong existing donor database with untapped potential, and the Director will have the opportunity to build on this foundation to develop a robust and sustainable major gifts pipeline. Volunteer relationship management will be a significant and rewarding part of this work, engaging board members and other senior volunteers as active partners in donor strategy and cultivation.

The ideal candidate will bring a strong track record in major gift fundraising, with the strategic instincts, entrepreneurial spirit, relationship discipline and genuine passion needed to build a program that will support THS's ambitious 2025-2030 Strategic Plan. This is a role for someone who wants to do more than manage a portfolio; it is an opportunity to help reshape how donors and communities understand animal welfare.



The incoming Director will have the opportunity to shape and build the major gifts team, with plans to hire two additional staff as the program grows.

The hiring range for this position is \$110,000 to \$130,000 and includes a competitive benefits package. This role offers flexibility to work from home according to a hybrid model, working at least two to three days a week from the Toronto office, located at 11 River Street.

ABOUT THE TORONTO HUMANE SOCIETY



Toronto Humane Society (THS) excels at everything a great humane society should. With industry-leading shelter care, animal training and behavioural support, and accessible veterinary services, THS has helped thousands of animals find loving homes and kept countless families together. But its mission to improve the lives of animals, is one that strives for continuous improvement pushes the organization to go further.

Toronto Humane Society works across the full spectrum of animal welfare, including training and behaviour, temporary sheltering, veterinary care, and community-based support. At its core, this work is about meeting animals and the people who care for them where they are and building practical pathways that reduce crisis before it becomes irreversible. Through values-aligned partnerships, THS extends support beyond Toronto, working alongside remote and underserved communities to strengthen local animal welfare capacity. As a sector leader, THS pairs direct service with broader systems change, advocating for stronger legislation and helping communities and organizations improve the care they provide.

In pursuing this mission, Toronto Humane Society becomes something more than a shelter. It is an educational resource and support system, a champion of accessible care, and a centre of excellence where best practices and bold ideas meet with unyielding optimism and a deep love for animals.

With a team of industry-leading experts and a passionate community network, THS works to reduce animal homelessness, ensure access to care, and preserve the human-animal bond. Toronto Humane Society is like no other.

Philanthropy is central to making this vision real. The strategic plan calls for a major donor led, transformational capital campaign. This is a goal that reflects a genuine inflection point for the organization. THS is building the kind of infrastructure, relationships, and credibility that attract transformational gifts, and it is actively seeking the fundraising leadership to get there.

Vision: To be a leader in animal welfare, working for a compassionate society where all animals are respected and valued.

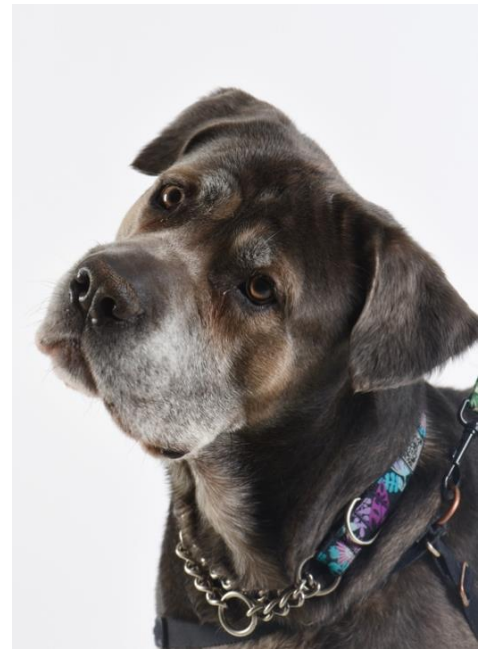
Mission: To improve the lives of animals.



2025 – 2030 STRATEGIC PLAN

Toronto Humane Society is in the midst of a bold and purposeful transformation. Long known as one of Toronto's most trusted animal shelters, THS is evolving into something far more ambitious: a city-wide, community-embedded service network that addresses the root causes of animal vulnerability rather than simply responding to crisis.

Guided by its 2025-2030 Strategic Plan, the organization is expanding beyond its single-site model to open new clinics and hospitals, grow programs in food support, behavioural health, fostering, and veterinary social work, and position animal welfare as an essential part of the broader public health and social services landscape. Since 2019, THS has already grown its veterinary services from a \$1.5 million program to a \$4 million self-sustaining social enterprise, demonstrating both the appetite for this work and the organizational capacity to deliver it.



ADDITIONAL INFORMATION

- [History](#)
- [Annual Reports](#)
- [2025-2030 Strategic Plan](#)
- [Program Impact Reports](#)
- [Diversity, Equity, and Inclusion \(DEI\)](#)
- [Board of Directors and Committees](#)
- [Industry Comparison Reports](#)
- [Read our Blog](#)

BOARD OF DIRECTORS

- Josh Shanahan, *President*
- Adrienne Macdonald, *Chair*
- Nabila Tisha, *Vice-President*
- Alexandre Rochtchine, *Treasurer*
- Liz Everett, *Secretary*
- Emily Cornelius
- Julie Barac
- Vivien Glencross
- Roxanne Yanofsky
- Alexandra Bratton
- Marcie Somers
- Damian Creber
- Gary Milakovic
- Rodney Gill

KEY DUTIES AND RESPONSIBILITIES

Major Giving

- Build and lead a major gifts program, establishing the strategy, infrastructure, and donor relationships needed to drive long-term philanthropic growth.
- Develop and implement a comprehensive plan for identifying, cultivating and stewarding major and planned giving prospects and donors, developing strategies to deepen engagement and increase giving over time.
- Build and manage a personal portfolio of donor and prospects, implementing major giving strategies at the 6-figure level and above.
- Collaborate with the Chief Development Officer to ensure major gift strategies are aligned with THS mission, vision and values.
- Analyze the major gift program performance with a focus on portfolio effectiveness, including pipeline growth, conversion rates, revenue outcomes, using insights to continuously drive improvements.
- Champion a culture of philanthropy across the organization, helping colleagues and volunteers understand and embrace their roles in building meaningful donor relationships.
- Lead the planning and execution of major donor events and fundraising campaigns, strategically engaging and expanding the donor portfolio.
- Regularly evaluate and refine fundraising strategies to ensure alignment with the changing landscape of major gift fundraising and the priorities of the 2025-2030 Strategic Plan.
- Engage and support senior volunteers and leadership as active partners in donor strategy and relationship management.
- Participate in the development and operationalization of policies, protocols, and processes related to major gifts and donor relations.
- Maintain a high level of confidentiality in all donor interactions and ensure adherence to data integrity and ethical fundraising principles.



Team Leadership

- Build, develop, and lead a team, modeling strong leadership behaviours to foster a culture of trust, collaboration, ownership, and continuous improvement across the team.
- Mentor and support the Major Gifts team members and other internal stakeholders in managing their donor portfolios, sharing advanced techniques for donor analysis, segmentation, and engagement.
- Build and manage the human, financial and operational objectives of the Major Gifting team, ensuring resources are aligned with program priorities and strategic goals.
- Provide strategic direction to the team and colleagues on targeted major donor communications, recognition, and stewardship activities.
- Conduct objective and constructive performance reviews as scheduled.

Compliance and Stakeholder Management

- Present a positive and professional image of the organization when interacting with employees, clients/customers, visitors, and other external stakeholders.
- Understand external regulatory bodies governing the organization, and all Toronto Humane Society policies and protocols, and ensure staff work compliance within the regulations.
- Ensure compliance with national and provincial regulations in all major giving initiatives, upholding ethical fundraising standards.
- Attend and participate in workshops, seminars, and in-service training to further education, skills, and knowledge, including pursuit/maintenance of CFRE designation.

QUALIFICATIONS AND COMPETENCIES

- Progressive experience working in a fundraising position with a successful track record of cultivating, securing and stewarding major gifts at the 6+ figure level.
- Comprehensive understanding of major gift fundraising principles, donor psychology, and engagement strategies that move donors along the giving continuum.
- A motivated self-starter, eager to pursue new opportunities and develop lasting relationships with both internal and external stakeholders.
- Demonstrated ability to build, lead, and develop high-performing teams, including setting clear goals and expectations, monitoring progress against objectives, and fostering a culture of accountability, collaboration, and continuous improvement.
- Strong organizational, planning, and execution skills, with the ability to manage multiple donor relationships and priorities.
- Proven ability to work across organizational structures, managing resources and collaborating effectively with internal stakeholders to advance shared goals.
- Experience working with donor management databases, with familiarity with Raiser's Edge considered an asset.
- Combination of education and experience sufficient to successfully perform the essential duties of the role. CFRE designation is considered an asset.

LEADERSHIP BIOGRAPHIES



Phil Nichols, CAWA, RVT

Chief Executive Officer

Phil Nichols is leading a fundamental transformation in animal welfare, reimagining veterinary care as a system built on access, prevention, and community impact.

A Registered Veterinary Technician by training, Phil began his career on the front lines at Toronto Humane Society and has advanced through the organization to become Chief Executive Officer. His leadership reflects a deep, lived understanding of both the clinical and systemic barriers facing animals and the people who care for them.

Under his leadership, Toronto Humane Society has significantly expanded its public veterinary and support services, now reaching more than 30,000 animals and their caregivers each year. He has championed a model of care that integrates veterinary medicine with social support, ensuring that access, not income, determines outcomes.

Phil's work is grounded in a simple belief: when access improves, lives improve.



Jennifer Gray, CFRE

Chief Development Officer

Jennifer Gray is leading the philanthropic strategy behind one of the most ambitious transformations in animal welfare.

With more than 15 years of senior leadership experience, she brings a track record of building high-performing teams, developing strategic partnerships, and aligning donor investment with measurable impact.

At Toronto Humane Society, Jennifer is guiding a campaign designed not simply to expand services, but to redesign the system, mobilizing support for a model of care that is

integrated, equitable, and sustainable.

Her approach is grounded in trust, clarity, and purpose: connecting donors to a vision where their investment drives lasting change for animals, families, and communities.

ORGANIZATIONAL CHART – Integrated Marketing & Development Team

