



Director, Philanthropy

position brief





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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of UNICEF Canada. For more information about this leadership opportunity, please contact Jill Anderson, Associate Vice President, KCI Search + Talent by email at UNICEFDirector@kcitalent.com.

All inquiries and applications will be held in strict confidence. To apply, please send resume and letter of interest to the email address above by **July 16, 2026**.

UNICEF Canada is an inclusive workplace and is committed to championing diversity, equity, inclusion and accessibility. Requests for accommodation can be made at any stage of the recruitment process by contacting the Search Consultant.

At UNICEF Canada, we believe strongly in personal connections and our hiring process is entirely human-driven. We do not use AI or automated systems to review applications or conduct interviews. Each candidate is evaluated by our experienced team to ensure a fair and thoughtful hiring experience. This posting is for a current vacancy.



Director, Philanthropy

THE OPPORTUNITY

UNICEF Canada is seeking a dynamic, experienced, and strategic leader to be their next **Director, Philanthropy**, playing a key role in growing philanthropic support and advancing the mission to empower Canadians to invest in the future of every child.

Reporting to the Vice President, Development, the Director will be a major catalyst for ambitious fundraising growth, driving results aligned with the organization's Strategic Plan while championing a culture of philanthropy, collaboration, and innovation.

The Director will manage a focused principal gift portfolio of roughly 50 seven- and eight-figure donors across a range of fundraising priorities and giving opportunities, with a special focus on qualifying new prospects and strengthening all fundraisers' ability to develop transformational gift strategies.

Working closely with prospect managers and in consultation with the Vice President, Development, the Director will co-create qualification, cultivation, solicitation, and stewardship strategies that move prospects toward meaningful engagement and investment. A true team player, the Director will also secure and steward new principal gifts, elevating the principal giving efforts of the entire Major Gifts team.

UNICEF Canada currently operates under a Flexible-Hybrid model that requires team members to attend the office at least two days/week (Tuesday & Wednesday).

The target hiring range for this position is \$125,000 - \$140,000 and includes comprehensive benefits. UNICEF Canada team members have access to a robust compensation package, a commitment to wellness, a culture of learning and growth, an inclusive and purpose driven workplace and a chance to do meaningful and life-changing work.



ABOUT UNICEF & UNICEF CANADA

UNICEF is the world's farthest-reaching humanitarian organization for children. Across 190 countries and territories, and in the world's toughest places, we work to help children survive. To defend their rights. To keep them protected, healthy and educated. To give them a fair chance to fulfill their potential.

Undaunted by war, disaster, disease or distance, UNICEF works day in and day out to reach the world's most disadvantaged children with healthcare and vaccines, nutrition, clean water and sanitation, protection, quality education, emergency relief and more. UNICEF is on the ground before, during and long after humanitarian emergencies, and our global supply chain and local presence means we can rapidly send help, even before it's needed.

UNICEF Canada's mission is to inspire Canadians to ignite global change and lasting impact through UNICEF - the world's most powerful force for children. Founded in 1955, we are one of 32 National Committees located in countries around the world. Our team exists to fundraise for UNICEF's highest priorities, and to work neutrally with governments and the private sector in Canada and internationally to advance the rights and well-being of children and youth. We are committed to racial justice and a more equitable world for every child.

We are guided by the 1989 Convention on the Rights of the Child, advocating for the protection of children's rights, helping to meet their basic needs, and giving them a fair chance to reach their full potential.

Working at UNICEF Canada

UNICEF Canada is committed to diversity and inclusion within our team and encourages qualified applicants of all gender identities and sexual orientations, ages, ethnicities, cultures, abilities, and life experiences to apply & be part of our organization.

UNICEF Canada's team is results driven and shares a belief in our mission and organizational values including diversity and inclusion, integrity, and commitment. We have a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination.

UNICEF is committed to promoting the protection and safeguarding of all children. All selected candidates will undergo rigorous reference and background checks and will be expected to adhere to these standards and principles. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.



ADDITIONAL INFORMATION

- [About UNICEF Canada](#)
- [70 Years of Impact](#)
- [Leadership Team](#)
- [Board of Directors](#)
- [Where your Money Goes](#)
- [2024 Annual Report](#)
- [2024 Financial Statements](#)
- [UNICEF Canada Blog](#)



KEY ACCOUNTABILITIES

Fundraising (70%)

- Manage a focused Principal Giving portfolio of ~50 seven- and eight-figure individuals/families and related giving vehicles, leading qualification, cultivation, solicitation, and stewardship and with a particular emphasis on engaging unqualified prospects new to UNICEF Canada.
- Build and maintain a robust donor pipeline by developing principal gift proposals and securing new commitments, while retaining and growing existing donors, all with a focus on achieving ambitious targets.
- Develop a deep understanding of UNICEF's program priorities and use this knowledge to craft compelling, innovative proposals that inspire transformational partnerships.
- Build and expand the Principal Giving program across the Development team using relationship mapping, referrals, strategic networking, and event follow-up to drive new opportunities.
- Serve as a strategic partner to the CEO, CSEO, and Vice President, providing prospect strategy, briefing materials, and relationship management support to advance the cultivation, solicitation, and stewardship of principal gift donors.
- Leverage the networks and relationships of UNICEF Canada's Senior Management Team and global UNICEF leadership to advance donor engagement.
- Collaborate with Board members and other key volunteers, as appropriate, to strengthen donor engagement, leverage networks, and advance the cultivation and solicitation of principal gift prospects.

- Partner with the Planned Giving team to design and implement blended-gift and asset-based giving strategies for high-net-worth individuals and families.
- Participate in pipeline reviews and prospect strategy meetings to advance Individual Philanthropy's progress on principal-level prospects.
- Build the skills and confidence of individual fundraisers – formally and informally – by offering coaching, sharing best practices, elevating philanthropic insights, and fostering a culture of continuous learning.

Strategy (30%)

- Contribute to cross functional, collaborative Principal Giving strategy sessions with Philanthropy colleagues to strengthen alignment and long-term revenue growth.
- Enhance the effectiveness of prospect managers by advising on qualification, cultivation, solicitation, and stewardship strategies; champion donor-centric process improvements and help remove barriers to a culture of philanthropy across UNICEF Canada.
- Implement plans supporting UNICEF's billionaire strategy, collaborating across Individual Philanthropy and with Institutional Philanthropy; partner with UNICEF's global Private Fundraising and Partnerships team and other National Committees to engage emerging and established billionaires with ties to Canada.
- Identify and activate opportunities through UNICEF's International Council for high-potential donors and prospects.
- Provide insights and recommendations to the Vice President, Development on best practices for Principal Giving structures, processes, and business rules to strengthen organizational effectiveness.
- Lead the transformational giving pipeline, activity metrics and KPI deliverables, and contribute to the revenue reporting and forecasting in coordination with the Director of Development (Major Gifts).
- Support the maintenance of robust business rules and best practices for Principal Giving prospect clearance, coordination, data hygiene and integrity with support from the Prospect Researcher and other data specialists.
- Contribute to organizational strategic and operational planning as an active member of the Senior Leadership Team, bringing forward insights that elevate revenue growth and philanthropic impact.

QUALIFICATIONS

- Demonstrated and progressive success personally cultivating, soliciting, closing, and stewarding seven-figure gifts, including complex or blended gifts requiring negotiation and collaboration with institutional leaders.
- Proven ability to create multi-layered, transformational gift proposals that inspire high-level philanthropic investment.
- Skilled at building effective internal relationships, collaborating across teams, and sharing successes to strengthen organizational impact.
- Demonstrated ability to partner with executive leadership and the Board of Directors to drive fundraising strategy, support board engagement and cultivate transformational donor relationships.
- Able to work independently while being a highly engaged, team-oriented partner within a small, high-performing fundraising team.
- Deep familiarity with the broader philanthropic community, influencers, and trends.
- Experience navigating complex, multi-team environments.
- Strong organizational, time management, and attention-to-detail skills.

- Exceptional written and verbal communication, with the ability to influence and engage donors and cultivate long-term relationships.
- Solid knowledge of fundraising best practices, including donor qualification, cultivation, solicitation, and stewardship.
- Highly motivated, enthusiastic, and mission-driven, with a strong work ethic and commitment to advancing UNICEF Canada's impact.
- Demonstrated interest in the organization's programmatic work for children and willingness to invest time to develop deep subject-matter knowledge.
- Strong alignment with UNICEF Canada's mission, vision, and values.
- University degree or college diploma in a related field, or an equivalent combination of education and experience.
- The ability to communicate effectively in both English and French would be considered a strong asset.
- Professional fundraising designation recognized in Canada is an asset (e.g., CFRE or equivalent).
- Proficiency with CRM databases and data-informed decision-making.
- Willingness to travel domestically and occasionally internationally (approximately 10%).



BIOGRAPHIES



Sevaun Palvetzian President and CEO, UNICEF Canada

Sevaun is the President and CEO of UNICEF Canada, the leading humanitarian organization dedicated to helping children around the world survive, thrive and reach their full potential. Sevaun is a widely respected Canadian leader who has built and led high-performing teams in each of the public, corporate and NGO/charitable sectors. As a strategist and values-driven executive, she finds creative solutions to challenges while operating in complex, multi-stakeholder environments. She was named one of Canada's Top 100 Most Powerful Women by WXN.

Before her appointment at UNICEF Canada effective June 1, 2023, she was a Senior Fellow at the Munk Centre of Global Affairs and Public Policy and executive advisor to leading companies in Canada and the U.S. on ESG (Environmental, Social, Governance) and its related impact on organizational strategy.

Prior to this, Sevaun served on the executive team of Rogers, a leading Canadian technology and media company. As Chief Communications Officer, she led communications, ESG and corporate responsibility across the company's multiple business lines including wireless, cable, business services, TV, radio and sports.

Before joining Rogers, Sevaun was CEO of CivicAction, a prominent Canadian not-for-profit that boosts civic engagement and addresses critical urban issues by unlocking the collective impact of all people and sectors. Additionally, she held a series of leadership roles over the course of a decade with the Ontario Government including launching a strategy to attract future generations of leaders which included the award-winning Learn and Work Program to re-engage youth from priority communities.

An active member of the community, Sevaun has served as an advisory member to several orders of government and as a director on boards including Waterfront Toronto, NEXT Canada, NPower Canada and the Ivey Business School Leadership Council. Sevaun holds an M.A in history from Western University and has completed executive programs at the Ivey School of Business and Harvard School of Business.



Sara Zerehi
Chief Strategic Engagement Officer, UNICEF Canada

Sara Zerehi is the Chief Strategic Engagement Officer at UNICEF Canada, leading the organization's brand, marketing and fundraising efforts to inspire and engage Canadians to improve the lives of children worldwide.

Sara is a seasoned marketing and fundraising executive with extensive leadership experience across both the non-profit and corporate sectors. Prior to joining UNICEF, she was the VP, Partnerships at ROM, Canada's largest museum, where she led the community, corporate and foundation giving programs. As a member of the Executive Leadership Team, Sara played a pivotal role in setting the ROM Foundation's strategic vision to achieve and surpass organizational goals and aggressive fundraising targets.

Previously, Sara held senior leadership roles at Public Inc. and Manifest Communications, where she led pioneering marketing, branding, and public engagement initiatives that drove meaningful social change and generated significant funds. Her diverse portfolio included clients such as WWF, Winners, RBC, Shoppers Drug Mart and Engineers Without Borders.

Sara is an active member of the community and previously held a Board position at Mixed Company Theatre and served as a mentor for the Business for the Arts Mentorship Program. She has a BA in Political Science from the University of British Columbia.



Erin Baier
Vice President, Development

Erin provides leadership to UNICEF Canada teams that focus on connecting Corporations, Communities, Individuals and Families to funding opportunities that achieve impact for children. She is a strategic thinker and creative problem solver who values collaboration, inclusion and lifelong learning. Erin has an entrepreneurial mindset and is deeply motivated by the mission of UNICEF to protect the rights of children.

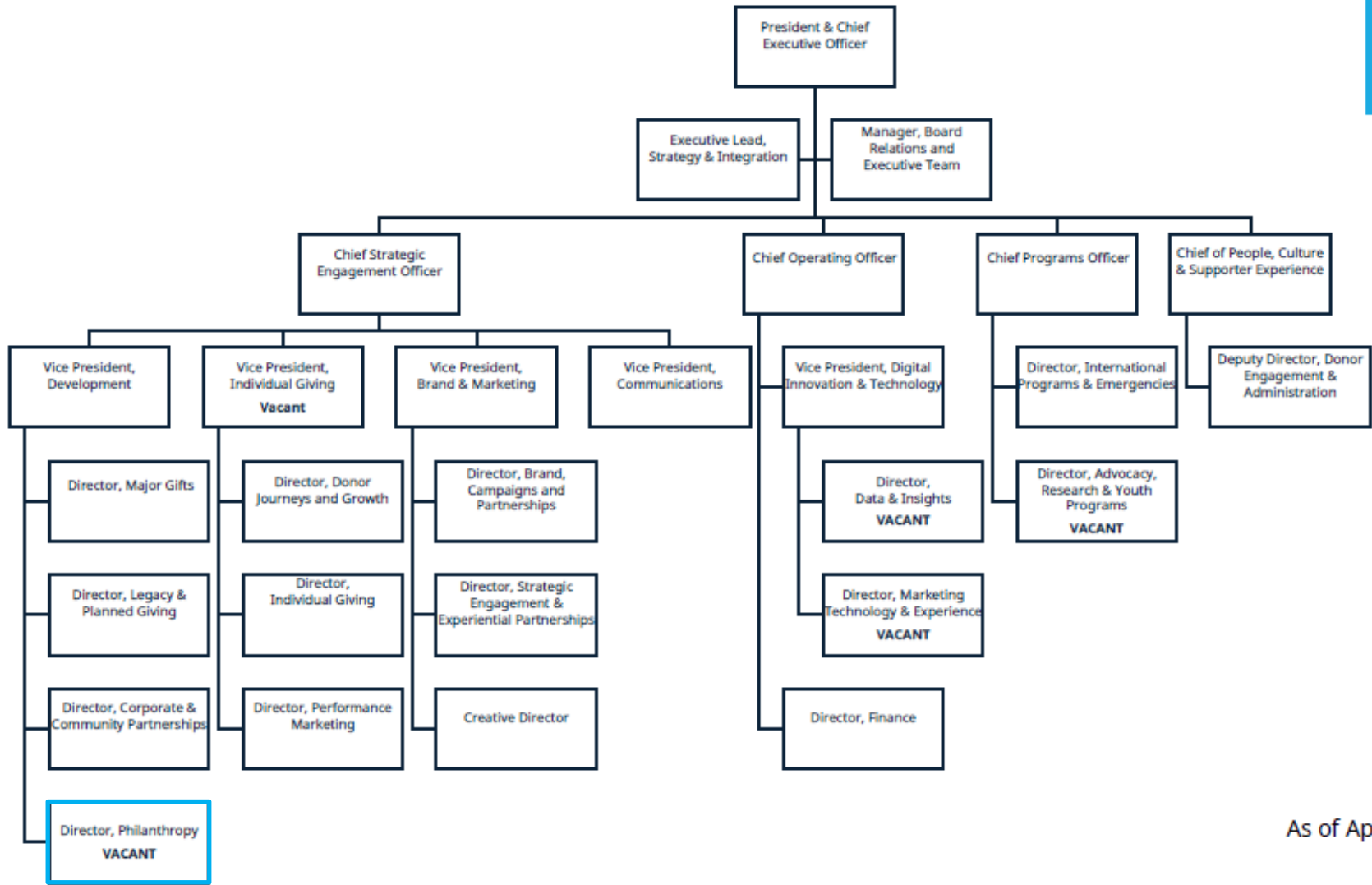
Erin has been working in the charitable sector for 20 years. Prior to joining UNICEF Canada to lead the Legacy and Major Gift teams in 2019, she raised funds for research and education at St. Michael's Hospital Foundation in Toronto and also at Queen's

University Faculty of Health Sciences. Erin started her not-for-profit career at the YMCA of Greater Toronto where she led employment and community programs for 7 years before joining the Fundraising team.

Erin holds a degree in Psychology and Education from Concordia University and is a Certified Fund Raising Executive (CFRE). Her husband, Chef Thor is a baking instructor and they have two adult children, Nigel and Ella.

ORGANIZATIONAL CHART – Senior Leadership Team

Senior Leadership Team



As of April 1, 2026



ORGANIZATIONAL CHART – Development Team

Development Team

