camino
Wellbeing + Mental Health

External Job Posting

Director, Philanthropy
Full-Time Permanent Position

Join Camino and help shape the future of mental health in our community.
At Camino Wellbeing + Mental Health, we believe everyone deserves the opportunity to thrive. Every day, we work alongside individuals, families, and communities to strengthen wellbeing and mental health, guided by our vision of a connected community where all people thrive.

We're looking for a collaborative and strategic fundraising leader who believes in the power of philanthropy to strengthen communities. If you're energized by building meaningful relationships, connecting people with purpose, and helping ensure thousands of people have access to high-quality mental health and wellbeing services, we'd love to hear from you.

WHAT'S THE OPPORTUNITY?

As our next Director of Philanthropy, you'll report directly to the CEO and lead Camino's fundraising strategy, playing a critical role in strengthening the organization's long-term financial sustainability.

The need for accessible mental health services has never been greater. You'll help ensure Camino has the resources to meet today's needs while building the capacity to respond to the challenges of tomorrow.

This is an exciting time to join Camino. You'll build on a strong foundation while helping shape the next chapter of philanthropy at Camino, working alongside an engaged CEO, Board of Directors, and philanthropy team committed to growing our impact.

You will develop and execute overall fundraising strategies, cultivate and secure major gifts, build a planned giving program, steward meaningful relationships with donors and community partners, and generate the resources that enable Camino to deliver high-quality mental health and wellbeing services across our community.

You are an experienced relationship builder who combines strategic thinking with a genuine passion for people. You bring strong fundraising expertise, exceptional communication skills, and the confidence to explore new ideas while learning from both successes and challenges. Above all, you believe in the power of philanthropy to improve lives and strengthen communities.

WHY WORK FOR US?

At Camino, our people are our superpower. We've built a workplace where people are supported to learn, grow, and bring their whole selves to work. We believe that when our employees thrive, our community thrives too.

When you join Camino, you'll become part of an organization that is:

- **Purpose-driven** – Every role contributes to strengthening the wellbeing and mental health of individuals, families, and our community.
- **People-centred** – We put people at the centre of everything we do, including how we support and develop our employees.
- **Committed to growth** – We encourage curiosity, continuous learning, innovation, and trying new approaches.
- **Collaborative** – You'll work alongside talented colleagues who value teamwork, respect diverse perspectives, and support one another.
- **Inclusive** – We are building a culture of belonging where everyone feels welcomed, respected, and empowered to contribute.
- **Invested in your future** – We provide opportunities to develop your skills, explore new career paths, and grow within the organization.

If you're looking for meaningful work in an organization where your ideas matter, your contributions are valued, and your growth is encouraged, we'd love to meet you.

WHAT YOU'LL BE DOING:

This is a strategic leadership role. Reporting to the CEO, the Director of Philanthropy will lead a dedicated philanthropy team of three while building Camino's fundraising capacity and growing philanthropic support beyond its current $2.5M target. Working in close partnership with the CEO, Board of Directors, and Communications team, the Director will develop growth targets and execute fundraising strategies while actively leading the cultivation, solicitation, and stewardship activities that bring those strategies to life. The Director will also champion a culture of philanthropy across Camino, inspiring people across the organization, along with volunteers and the Board, to understand and support Camino's fundraising priorities.

- Lead the continued growth and evolution of Camino's philanthropy program by developing and executing annual and multi-year fundraising strategies that advance Camino's strategic priorities, expand philanthropic revenue, diversify funding sources, and strengthen the organization's long-term financial sustainability.
- Establish fundraising goals, key performance indicators, and performance measures, using data, analytics, and market intelligence to evaluate results, identify opportunities, and inform strategic decision-making.
- Build and actively manage a robust pipeline of individual, corporate, foundation, and legacy giving opportunities by identifying, cultivating, soliciting, stewarding, and recognizing donors.
- Partner with the CEO and Board of Directors to identify, cultivate, solicit, and steward major gift prospects.
- Partner with leaders across Camino to identify funding priorities and develop fundraising approaches that align donor interests with Camino's mission and community needs.
- Lead Camino's grants strategy by identifying funding opportunities, overseeing the development of compelling proposals, and strengthening relationships with public, private, and foundation funders.

- Work in close partnership with the Communications team to align fundraising and communications strategies, strengthen Camino's brand, and create compelling donor engagement and stewardship opportunities.
- Lead, coach, and develop the philanthropy team, fostering a high-performing, collaborative, and continuously improving culture.
- Oversee the donor management system and fundraising operations to ensure effective donor stewardship, reporting, analytics, regulatory compliance, and the highest standards of ethics and accountability.
- Represent Camino throughout the community by building strategic relationships with donors, corporate partners, foundations, community leaders, and other stakeholders that enhance the organization's profile and philanthropic impact.
- Monitor emerging trends, legislation, and leading practices in philanthropy and recommend opportunities to strengthen Camino's fundraising strategy.
- Achieve annual fundraising targets and contribute to Camino's long-term financial sustainability through the successful execution of Camino's fundraising strategy.

WHAT WE'RE LOOKING FOR:

- Post-secondary education in fundraising, business, communications, marketing, public administration, or a related field, or an equivalent combination of education and experience.
- CFRE designation is considered an asset.
- Minimum 10 years of progressively responsible fundraising experience, including experience developing and implementing fundraising strategies, cultivating and securing major gifts, leading fundraising initiatives, and mentoring or leading fundraising professionals.
- Demonstrated success achieving ambitious fundraising goals and growing philanthropic revenue.
- Exceptional relationship-building skills, with the ability to engage and inspire donors, volunteers, community leaders, and Boards of Directors.
- Strong strategic thinking, organizational, financial, and project management skills.
- Exceptional written, verbal, and presentation skills, including the ability to develop compelling cases for support and communicate with diverse audiences.
- Experience working with donor management systems and using fundraising data and analytics to inform decision-making and measure success.
- Knowledge of fundraising best practices, charitable giving trends, and CRA regulations related to charitable receipting.

ANYTHING ELSE YOU SHOULD KNOW:

- You must be legally eligible to work in Canada.
- As a condition of employment, you must successfully complete a Police Record Check
- This is a hybrid role, requiring in person and in office work as well as the opportunity to work partially from home.
- You must provide proof of vaccination or documentation supporting an exemption under the Ontario Human Rights Code, in accordance with Camino's policies.
- **Compensation**: The anticipated hiring range for this position is $116,000 to $130,000, depending on qualifications and experience. The successful candidate will also be eligible for future salary

progression in accordance with Camino's compensation program. Camino offers a comprehensive benefits package for this role, including a group RSP matching program, five weeks of vacation and opportunities for professional growth.
- **How to Apply:** Interested candidates are invited to submit a resume detailing their relevant leadership and fundraising experience, together with a cover letter describing their interest in the role and commitment to advancing Camino's mission through philanthropy.

OUR COMMITMENT TO EQUITY

Camino is an equal opportunity employer and supports workforce diversity. At Camino we believe that diversity enriches our performance, clients, services offered, the communities where we live and work, and the lives of our employees. Should you require accommodation during the recruitment process, please contact Human Resources (hr@caminowellbeing.ca). While we thank all applicants for their interest, only those candidates selected for an interview will be contacted.

As we continue to be responsive to the changing needs of our communities, we acknowledge the historical and present-day violence and systemic barriers that continue to harm members of our Region and that we must ask ourselves not if we are complicit, but how.

Camino is committed to developing anti-oppressive practices and equitable outcomes for the families we serve while ensuring that our programs reflect and meet their needs. We recognize that we must work in collaboration with others to dismantle systems of oppression, discrimination, and violence that people face as a result of their diversity, beliefs and identities.

Building equity takes time, resources, intentional commitment and behavioural change. It is an ongoing process, and we start by recognizing the racism and discrimination faced by Indigenous people, Black people, Asian communities, racialized people, ethnic or linguistic groups, members of the 2SLGBTQIA+ communities, unhoused people, people with mental illness and people with physical and intellectual disabilities.

To help us create change and ensure that we can continue helping families thrive, Camino has invested in antiracism and anti-oppression training for all our employees. In addition, we have engaged in an organizational assessment to identify and address gaps. We have also created an Equity Leader position to help ensure our policies, processes, and practices eliminate any existence or influence of systemic racism across our organization.

We have a lot of work to do, and we are committed to keep moving forward on this learning journey. We will continue to listen, learn, and take action to ensure that everyone at Camino experiences true equity, empowerment, and inclusion.