Western UNIVERSITY · CANADA All in.



Careers at Western Advancement

Candidate Information Pack

Director of Development, University Wide

JOB ID # 44055

September 2026







Letter from **Christina Beyer**

Dear Prospective Candidate,

Thank you for considering the opportunity to join us as our new Director of Development, University-Wide. It's an exciting and meaningful time for our Advancement team, as we continue to grow our impact across the university and strengthen the relationships that make that work possible. As part of this evolution, we recently launched our University-Wide Development team to strengthen our ability to support priorities that extend beyond traditional faculty structures.

We are looking for a Director of Development who will help shape this work from the ground up. At its heart, this role is about people. What makes this role special is not only the opportunity to build something new, but to do so thoughtfully alongside colleagues who care deeply about relationships, impact, and learning together. There is real potential here to make a lasting and meaningful impact.

As Director of Development, you will lead and support a team of fundraisers, creating an environment where individuals feel encouraged, valued, and set up for success. We are looking for someone who leads with empathy and clarity, takes the time to understand their team, celebrates shared achievements, and supports others in their professional growth.

You will also partner with colleagues and academic leaders across the university, listening carefully to their priorities and helping translate them into opportunities that resonate with donors. This work requires curiosity, patience, and the ability to build trust, bringing people together around a shared purpose.

We are hoping to meet an individual who is motivated not only by results, but by the relationships and collaboration that make those results possible. This is a role for someone who finds energy in supporting others, building something meaningful over time, and contributing to a collective effort larger than any one individual.

If this resonates with you, I would warmly encourage you to consider applying. I would be delighted at the possibility of working together and learning from one another as we continue to grow this important work at Western.

Best Wishes,

Christina Beyer

Christina Beyer
Managing Director, University-Wide Development

The Position

The Director of Development, University-Wide is a pivotal leadership role at Western - offering a rare opportunity to shape how philanthropy fuels impact across the entire university. In this role, you will lead a talented and growing team of fundraising professionals while also building meaningful relationships with donors whose support can drive transformational change.



This is a unique opportunity to build something new and make a lasting impact at scale

Working across faculties and units, you will connect people, priorities, and possibilities by identifying opportunities, advancing major gifts, and guiding the full donor journey from discovery through to stewardship. You will partner closely with senior academic and administrative leaders, helping to translate ambitious institutional goals into compelling opportunities for philanthropic investment.

This is a role for a leader who thrives in both strategy and execution and can inspire a team, navigate complexity with confidence, and bring clarity and momentum to a broad, university-wide portfolio. With a focus on innovation, collaboration, and long-term growth, you will play a central role in expanding and diversifying philanthropic support for Western, helping to unlock initiatives that will shape the university's future for years to come.



Western Advancement

Across three departments—**Alumni Relations, Development** and **Advancement Operations**—Western Advancement works to build lasting connections between graduates and their alma mater, engage a growing community of donors and nurture opportunities for them to realize their personal, professional and philanthropic goals through the university.

By joining our dynamic, highly collaborative and diversely skilled team, you'll play a vital role in helping Western make a meaningful difference in the world as you amplify the university's impact today, and for generations to come.

Vision

To inspire lasting impact through meaningful philanthropy and lifelong connections.

Mission

We believe in the transformative power of higher education and research. We advance Western's impact by building global connections that inspire philanthropy and lifelong community.

I-CARE

At Western Advancement, our work is rooted in the unwavering values represented by I-CARE:

Integrity **C**ollaboration **A**ccountability **R**espect **E**xcellence

All in.

A grand collaboration for Canada and the world



All in is the largest campaign in Western's history, harnessing the talent, imagination and resources of our global community to build a better future for Canada and the world.



Watch our All in Campaign video.

As a member of our Advancement team, you'll be at the heart of this movement — helping to mobilize the talent, imagination, and generosity of Western's global community.

Together, we'll raise $1 billion to advance life-changing research, enhance the student experience, and create learning environments that foster innovation, inclusion, and collaboration. This campaign is about meeting the moment and ensuring Western remains a place where bold ideas thrive and make an impact that lasts generations.

There's never been a more exciting time to be part of Western Advancement. Joining us now means helping to shape the story of the *All in* Campaign from the ground up — building connections, inspiring philanthropy, and championing the ideas that will define the future.

Over the course of the campaign we will:

raise
$1 billion
to fuel transformational research, innovation, learning and student experience

inspire
185,000
alumni to connect with us as volunteers, donors, advocates and champions

create over
1.5 million
meaningful interactions worldwide

Western UNIVERSITY · CANADA

We're all in. Join us.



About Our Team

With a team of more than **120 staff members**, Western Advancement is an energetic, team-oriented and inspiring workplace committed to advancing Western's global impact.

Together, the Western Advancement team represents diverse backgrounds and a broad spectrum of skill sets. We recognize the valuable impact that this diversity, difference and mutual understanding have on strengthening our team and enriching the work we do every day.

A values-driven division, Western Advancement puts people first. Through recognition initiatives, we remind our staff of the significant impact their contributions have on our collective success, while staff engagement committees spark their creativity and collaboration to shape the culture of our workplace.

If you're looking to grow your career in a place where your work is valued, your voice is heard and your impact is felt—Western Advancement is the place for you!





Key Accountabilities

- Oversees and directs the development of a multi-year strategy to reach annual and long-term fundraising goals, outlining the fundraising objectives and activities to meet fundraising goals
- Formulates a strategic framework and annual plan for the successful realization of specific annual fundraising financial goals
- Manages a team of centralized development professionals to mobilize philanthropy in support of the University's overall fundraising goals
- Engages in day-to-day management and coaching of development professionals reporting to this position, including performance management and annual performance review
- Oversees the major gift pipeline across all staff, faculties, and external divisions, collaborating with the Managing Director, University-Wide Development, and the Manager, Prospect Management & Research to strengthen and grow the pipeline
- Develops, manages and maintains an assigned portfolio of prospects, which span individuals, corporations, and foundations to build a pipeline of 10-15 solicitations per year and achieve $1-3 million in financial targets annually
- Assumes responsibility for cultivating support from donors individually and/or in collaboration with the Managing Director, Academic leaders, faculty and volunteers
- Conducts approximately 95 personal visits annually to support fundraising targets; provides input into briefing notes and completes call reports for all meetings
- Ensures ongoing development of a robust pipeline to support annual fundraising targets and sustainable growth



Key Accountabilities

- Develops and implements strategies and comprehensive campaign plans to maximize fundraising support
- Ensures strong alignment of fundraising activities with the mission and vision of each portfolio and the university
- Develops strategies to maximize fundraising support, and to identify prospective donors for fundraising initiatives
- Achieves an annual target of intentional and purposeful calls with a focus on pipeline building and key cultivations and solicitations at the leadership, major and principal gift levels
- Supports calls with Senior Academic Leaders within the portfolio annually
- Successfully solicits an annual target of gifts, with a focus on major and principal gift levels, and confirms new legacy gift expectancies
- Works closely with Western Advancement leaders to ensure the annual calendar of events provides an opportunity for donor and prospect engagement
- Designs and manages effective and inspirational stewardship plans for donors within their mandate in collaboration with Donor Experience
- With the Managing Director, provides oversight of the major gift portfolio for the University-Wide team, including development and management of strategic meetings, tracking and monitoring of reports and pipeline management
- With the Managing Director, develops strategies for managing key volunteers including those who are assisting in the cultivation and solicitation of prospective donors
- Guides and supports volunteers in the task of cultivating and soliciting assigned major and principal gift prospects and, as appropriate, participates in the execution of these initiatives
- Works closely with the Alumni Relations team to ensure alumni programs and donor/prospect relationships effectively extend the university's connection to alumni worldwide while supporting the faculty's fundraising and educational goals.
- Ensures due diligence when identifying prospects by clearing these names through the Prospect Clearance process, and ensures the advancement database is maintained on a consistent basis
- Directs the design of reports which effectively present pertinent information for internal and external audiences
- Conducts analysis of Canadian, American, and international private sector trends to uncover new opportunities to extend fundraising activities
- Represents the university and the Department in a professional, appropriate, informed and consistent manner
- Maintains awareness of current internal and external communications, controversial topics, and the university's position on issues in order to accurately represent the university



Person Specification

Professional Qualifications & Education

- Undergraduate Degree in a related field
- Certified Fund Raising Executive (CFRE) designation (preferred)

Experience

- 8 years' experience securing six and seven-figure financial agreements within the private sector or similar levels of major gifts in the charitable sector
- Demonstrated experience leading a team towards revenue targets
- Experience leading a fundraising, or revenue generating, portfolio towards multi-million dollar targets
- Experience with donor strategy development, implementation and evaluation
- Experience successfully managing multiple projects from conception to completion within tight prescribed deadlines

Knowledge, Skills, & Ability

- Ability to effectively collaborate in the achievement of a fundraising or revenue - generating campaign and realize targets, preferably in an academic setting
- Demonstrated oral and written communication skills with an emphasis on proposal development and presentation to internal and external contacts
- Strong project management skills and the ability to manage multiple projects at once from conception to completion with tightly prescribed timelines
- Ability to establish and build healthy working relations and partnerships with clients, peers and external stakeholders
- Exceptional organizational skills and the ability to manage activities both for self and others effectively
- A well-defined sense of diplomacy, including solid negotiation, conflict resolution and people management skills
- Flexible, resourceful, creative and pro-active work style with a can-do, enthusiastic attitude
- Emotional Intelligence (to ensure own work-life balance and good collegial relationships are maintained)

Knowledge, Skills, & Ability

- Demonstrated commitment to ongoing learning and professional development to stay informed about fundraising initiatives and the unit's missions and objectives
- Results-oriented with an ability to handle many tasks and maintain a high level of individual and team performance
- Flexibility to work outside of regular business hours and travel frequently
- Advanced computer skills in Microsoft Office and a client/donor relations management software



Terms and Conditions

Location
1151 Richmond St, London, ON N6A 3K7

* The role is based in person on campus and includes work within the community, to support important donor-facing engagement

Salary
Salary Grade 17 : $82,230 - $ 110,000 per annum

Hours of Work

- This role is based on a standard 35-hour work week
- Western's core business hours are 8:30am - 4:30pm
- Western offers flexibility in hours of work, and through personal days and caregiving days. This enables staff to care for a sick child or an aging parent, attend medical appointments, or even tend to an important home repair

Length of Appointment
Regular Full-Time

Vacation Entitlement

In the first two years at the rate of 1.25 working days for each completed calendar month of continuous regular full-time employment (15 working days per year). Upon completion of two full years of continuous regular full-time employment, at the rate of 1.67 working days per month (20 working days per year). The university will designate up to a maximum of three additional days off during the end of year holiday period.

PMA Eligible members are also eligible for 2 Personal Days and 3 Caregiving days per calendar year to attend to urgent or critical health needs of their family members.

Pension Eligibility

Western's pension plan is among the most valuable benefits of working at Western. Details are available on the university web pages. **Pension Plan**

Flex Credits
Eligible members have $2,000 in credits that may be allocated annually to a Health Care Spending Account and/or Professional Expense Reimbursement.

Equity, Diversity, and Inclusion



Western Values Diversity

The university invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. Accommodations are available for applicants with disabilities throughout the recruitment process.

If you require accommodations for interviews or other meetings, please contact **Human Resources** or phone **519-661-2194.**

Equity, Diversity, and Inclusion

Western's equity, diversity, inclusion and decolonization (EDID) approach aims to combat racism, discrimination and ableism in all their manifestations. We strive to cultivate a campus environment where all community members can fully engage in university life, learning, working, contributing, thriving and feeling safe. You can read more about our committment to diversity at **edi.uwo.ca**

Western's Vision for Equity, Diversity, Inclusion, Decolonization and Accessibility (EDIDA): Fostering safe, accessible and equitable places, spaces and experiences where every person belongs and feels empowered to achieve their full potential. **edi.uwo.ca/strategic-plan**

Indigenous Initiatives

Western is committed to increasing Indigenous voices and presence across all levels of work, study and research. The Office of Indigenous Initiatives plays a lead role in championing Indigenous strategic directions, building collaborative and community-engaged partnerships, and supporting campus partners in implementing Western's Indigenous Strategic Plan. To learn more about the office of Indigenous Initiatives please find more resources located here: **indigenous.uwo.ca** →

How to Apply

To learn more about careers at Western, please visit: **uwo.ca/careers →**

To apply for this vacancy, please visit: **recruit.uwo.ca →**

Once there, you can locate this role by searching for **Job ID # 44050**

There you will need to click '**Apply for Job'** and register an account with the University's Careers application website.

The closing date for this position is **October 5, 2026.**

Interviews for this position are anticipated to take place on the **October 29, 2026.**

Please contact **ua.humanresources@uwo.ca**

