Western UNIVERSITY · CANADA All in.



Careers at Western Advancement

Candidate Information Pack

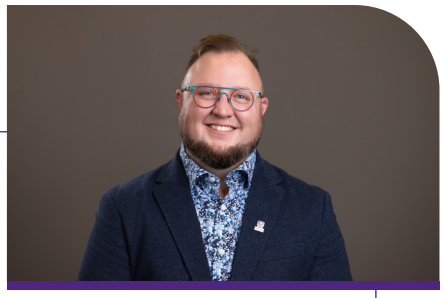
Managing Director, Faculty Development

JOB ID 44300

September 2026







Letter from **Bobbie O'Connor**

Dear Prospective Candidate,

Thank you for your interest in the role of *Managing Director, Faculty Development* at Western Advancement.

This is a pivotal leadership position within our advancement team and offers a unique opportunity to shape how faculty-based fundraising evolves at Western. The Managing Director plays a central role in strengthening our approach, supporting our people, and ensuring our programs are aligned, intentional, and positioned for long-term success.

We are looking for a leader who takes genuine pride in developing others, sets clear expectations, fosters accountability, and invests in the growth and success of their team. You will lead a group of talented professionals, and your ability to coach, support, and bring out their best will be critical to our collective impact.

There is also meaningful opportunity to build. We are continuing to evolve how we support fundraising across faculties, through strengthening our in-house ecosystem, advancing skill and leadership development, and exploring new, integrated approaches to our work. A key priority will be deepening the connection between Alumni Relations and Development at the faculty level. There is exciting potential in how this comes to life, and we are seeking a leader who is curious, thoughtful, and energized by the opportunity to help shape it.

Our culture is important to us. At Western Advancement, we believe leadership is a mindset, that shows up in how we contribute, collaborate, and support one another. Our work is grounded in our core values: integrity, collaboration, accountability, respect, and excellence. Alongside these, we value curiosity, courage, and candor. We ask questions, we listen carefully, and we engage in honest conversations in service of a shared purpose.

This role calls for a leader who brings both perspective and practicality and is comfortable working with evolving ideas and approaches, and equally focused on building strong teams, establishing clarity, and delivering meaningful outcomes.

Western Advancement plays an important role in advancing the University's mission through philanthropy and engagement. The Managing Director, Faculty Development will be instrumental in shaping how this work continues to grow and strengthen our faculty teams.

If you are a thoughtful, people-focused leader who combines sound judgment with curiosity and is energized by both building teams and shaping what comes next, I encourage you to consider this opportunity. #Purple&Proud

Best Wishes,

Bobbie O'Connor

Bobbie O'Connor
Associate Vice-President, Development

The Position

The Managing Director, Faculty Development is a key advancement leader responsible for shaping and executing fundraising strategies across Western's faculties, with a strong focus on securing major and transformational gifts that advance the university's highest priorities.

Working closely with Deans, faculty leaders, senior administrators, and advancement partners, the Managing Director identifies and develops philanthropic opportunities that support research, teaching, student success, and institutional growth. The role provides strategic and operational leadership to a team of fundraising professionals, fostering a culture of collaboration, accountability, and excellence.



Lead fundraising strategies that help transform ideas into impact and shape the future of one of Canada's leading universities

As a member of both the Advancement Leadership Team and the Development Leadership Team, the Managing Director serves as a trusted advisor to university leaders, including the President, Vice-Presidents, Deans, Department Chairs, faculty members, and student leaders. The role requires strong relationship-building skills, strategic thinking, and the ability to align fundraising priorities with Western's broader institutional vision.

In addition to leading strategy, the Managing Director acts as a coach, mentor, and fundraising expert, supporting the growth and success of faculty development staff while strengthening advancement capacity across the university. Through leadership, partnership, and a commitment to results, this role will play a critical part in advancing Western's mission and long-term aspirations.



Western Advancement

Across three departments—**Advancement Operations , Alumni Relations, and Development** —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 Western 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.

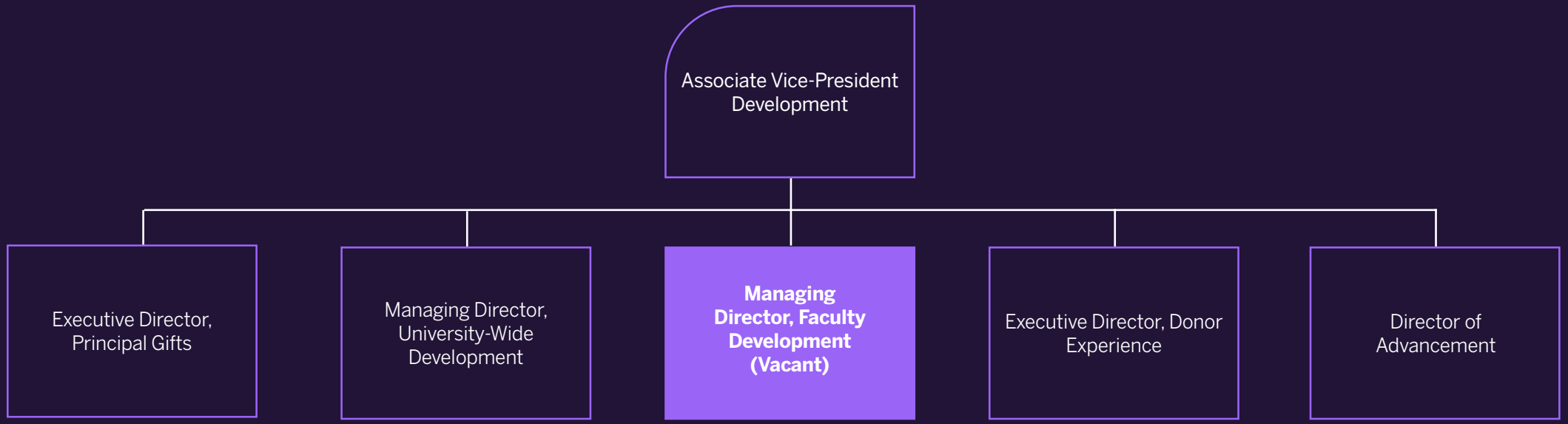
A values-driven division, Western Advancement puts people first. Through recognition initiatives, we remind our staff of the significant impact their contributions have on our collective success, while staff engagement committees spark their creativity and collaboration to shape the culture of our workplace.

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!



Organizational Chart

Development





Key Accountabilities

- Lead and play a key role in designing, implementing, managing and evaluating the major gift program across all Western faculties
- Personally raise an average of $5M annually
- Manage a portfolio of major gifts donors and donor prospects, identifying and building a pipeline of 10-25 solicitations per year
- Lead major gifts cultivation and solicitation for assigned prospects and supports major gifts cultivation and solicitation for prospects assigned to the AVP Development and Vice-President (Western Advancement)
- Lead fundraising programs within faculties, providing advice to Deans on gift cultivation and solicitation
- Provide expertise to the AVP (Development), Vice-President (Western Advancement) and the President & Vice-Chancellor on major gift cultivation and solicitation
- Provide strategic and integrated leadership to staff (approximately 9 direct reports), while articulating a clear vision, which supports and enables staff to excel in the delivery of services and fundraising efforts



Key Accountabilities

- Working jointly with the Deans, manages the performance of faculty-based fundraising professionals including establishing and monitoring individual goals (including fundraising targets, call activity, number of solicitations) and overall faculty fundraising goals
- Work with development staff as a coach and mentor, working to develop staff to reach their maximum potential in generating philanthropic funds
- Regularly review the type of roles required to support faculty giving programs and fundraising activities
- Ensure compliance with University policies and with Western Advancement procedures and business processes in faculty development activities
- Work in collaboration with Advancement Operations on recruitment to meet current and future needs
- Provide leadership to external volunteers involved with faculty-based major gift solicitations, either directly or indirectly
- Support the development of strategic plans for the University
- In consultation with the AVP Development, oversee and lead the planning, design, development, implementation and evaluation of strategies and initiatives, enabling the portfolio and Western to achieve fundraising goals
- Provide ongoing support and engagement for initiatives within Western Advancement (e.g. culture, employee engagement, CRM and dashboard/report design and implementation, talent development)
- Engage and support university volunteers (the Chancellor, members of the Board of Governors, campaign cabinets and advisory boards) in partnership with the AVP Development and Managing Director, Campaign and Strategic Partnerships, to create and implement the best structure for faculty advancement plans
- Participate with Western Advancement leadership in setting, implementing, monitoring and evaluating long-term advancement strategies and campaigns for Western
- Monitor the major giving activity pipeline across all faculties, working with the Managing Director, University-Wide Development, Executive Director, Principal Gifts and the Prospect Management team to build a pipeline for gifts (target to increase pipeline of prospects rated $1M+)
- Ensure that annual and long-term goals for major gifts are set, monitored and evaluated for the Faculties (current annual target of $40M with potential for growth), in conjunction with overall development objectives of the University
- Partner with the Managing Director, University-Wide Development to develop strategies, processes and systems related to major giving activities across campus, ensuring alignment, consistency, continuous improvement and the use of best practice
- Collaborates with the Managing Director, University-Wide Development to manage and drive the overall annual pledge targets



Key Accountabilities

- Partner with the Executive Director, Donor Experience and their team to ensure appropriate and meaningful recognition and stewardship of faculty donors
- Partner with the Executive Director, Principal Gifts and their team to develop strategies, and to coach, mentor and monitor the development of principal gifts capacity in all faculties
- Partner with Development Leaders and their team to develop strategies for cultivating and soliciting annual, leadership and legacy gifts to support the faculties
- Continue to advance a team approach to build culture and capacity across the team
- Develop strong, collaborative working relationships with Western Communications colleagues to ensure the smooth and successful delivery of communications and marketing activities related to advancement
- Ensure an appropriate development structure is in place to demonstrate Western's value for matching donors' highest philanthropic aspirations with the strategic needs of the University
- Lead the budgeting process for their portfolio (approximately $150K not including salaries) ensuring resource allocations align to the strategic priorities of the unit
- Present on key performance indicators related to their portfolio, and prepare reports for Western Advancement leadership on the implementation of projects and programs, successes and areas of improvement



Person Specification

Professional Qualifications & Education

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

Experience

- 8 years experience (minimum)
- Senior leadership experience leading a fundraising, or revenue-generating portfolio towards multi-million dollar targets
- Experience executing gifts at the $1 million dollar plus level
- 7 years' experience with accountability for leading staff, budgets and projects
- Experience fundraising within a university or other complex non-profit environment

Knowledge, Skills, & Ability

- In-depth knowledge of fundraising principles and techniques, as well as project management methodologies
- Compelling and persuasive communication skills to engage individuals and teams inside and outside the University
- Ability to collaborate across internal and external boundaries to meet common objectives, improve outcomes and support work beyond one's own unit
- Ability to develop strategies and tactics that are in line with the University's mission and which balance competing priorities
- Ability to deal confidentially with information that has financial, political, regulatory and reputational implications
- Critical thinking and analytical skills to assess complex higher education issues of concern to stakeholders, including the media and the public
- Ability to effectively drive and manage change initiatives that align with organizational strategies and/or provide opportunities to increase efficiency
- Ability to draw on diversity of skills, backgrounds and knowledge of people to achieve more effective results

Knowledge, Skills, & Ability

- Strong leadership skills with the ability to develop a shared vision to lead employees to excellence
- A desire to grow and advance skills, which is demonstrated by attending conferences, workshops and other professional developmental opportunities to enhance performance
- Ambitious with the ability to identify opportunities, develop action plans and set challenging goals to achieve desired outcomes
- Project management skills to align projects with strategic goals and operational objectives
- Ability to remain highly motivated, resilient, innovative, and collaborative when faced with challenges



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 20: $ 125,000 - $ 174,000

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 # 44300**

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 12, 2026.**

Please contact **ua.humanresources@uwo.ca** if you have any queries about this position.

