



Position Brief

**Director, Development,
Faculty of Health Sciences**

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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of McMaster University. For more information about this opportunity, please contact Meredith Roberts, Senior Consultant by email at McMasterFHS@kcitalent.com.

Interested candidates should send resume and letter of interest to the email address listed above by October 11, 2026. All inquiries and applications will be held in strict confidence. Accommodations are available upon request throughout the selection process. Please notify the Search Consultant if accommodations are required.

McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity. The University seeks qualified candidates who share our commitment to equity, diversity and inclusion. While all qualified candidates are invited to apply, we particularly welcome applications from women, persons with disabilities, First Nations, Métis and Inuit peoples, members of racialized communities, and 2SLGBTQ+ persons.

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and within the lands protected by the “Dish With One Spoon” wampum agreement. The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity and has a strong commitment to employment equity.

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

Director, Development, Faculty of Health Sciences McMaster University

THE OPPORTUNITY

The Faculty of Health Sciences at McMaster University is seeking a strategic development leader in the role of Director, Development to grow private revenue for the faculty and the University, in support of the faculty's highest-priority opportunities and McMaster's broader academic vision. It is our shared values that help us to achieve University Advancement's vision and mission; they are Integrity, Quality, Respect, Service, Strategy and Teamwork.

Reporting to the Senior Director, Development, the Director, Development leads a portfolio of major and principal gifts, strengthening the Faculty's relationships, reputation, and resources through high-touch relationship building and revenue generation. The Director serves as a trusted advisor to academic leadership, providing strategic counsel on significant philanthropic opportunities while building, growing, and stewarding the Faculty's most important donor relationships and identifying new opportunities aligned with McMaster's research and educational priorities.

Leading a team accountable for securing a minimum of 25% of University Advancement's overall private revenue goals, the Director has a primary focus on gifts of \$250,000 and above. The portfolio also includes complex principal and transformational gifts (\$1M to \$10M) requiring collaboration across multiple internal and external partners. In these substantial opportunities, the Director works closely with University Advancement's senior leaders and other key contributors as part of a coordinated, team-based approach to development strategy and donor engagement.

As an integrated member of the University Advancement team, the Director leads strategies to secure transformative current and future gifts, including major gifts, pledges, bequests, insurance, gifts of securities, and other forms of philanthropic support. This work involves meaningful engagement with prominent Canadian and international leaders, University leadership, key volunteers, and researchers.

The ideal candidate will bring strategic and entrepreneurial thinking, complemented by exceptional judgement, initiative, diplomacy, and communication skills. A highly collaborative and results-oriented leader, the incumbent will be adept at translating strategy into action, navigating complex organizational environments, and leading professional staff, volunteers, budgets, and data with strong financial acumen.

The hiring range for this position is \$130,000 - \$145,000 plus incentive performance pay eligibility of up to 10% of base salary, along with an excellent [benefits package](#). The role requires a minimum of two days per week on campus.

To ensure an ongoing and vibrant University community that meets the needs of our students, staff and faculty and supports the University mission, ability to work on-site continues to be a requirement for most University positions. The University is supportive of exploring flexible work arrangements that effectively balance operational needs and employee interests.

ABOUT MCMASTER UNIVERSITY

Widely recognized as one of Canada's leading universities and one of the world's top 100 public universities, McMaster University is home to more than 37,250 students from Canada and 145 countries worldwide.

With more than 70 research centres and institutes, the University offers a diverse and innovative academic environment across six Faculties, the DeGroote School of Business, and the Arts & Science Program.



Founded in 1887, McMaster University is a medical-doctoral, research-intensive public university. McMaster is dedicated to advancing human and societal health and well-being. McMaster's 30-acre main campus, located in the Westdale neighbourhood of Hamilton, Ontario, is comprised of 300 acres of scenic property at the western end of Lake Ontario, between Toronto and Niagara Falls. McMaster University also has four regional campuses: downtown Hamilton, Burlington, Kitchener-Waterloo, and Niagara.

Faculty of Health Sciences

With [12 departments](#), [3 Schools](#), and 23 research [Institutes and Centres](#), our pioneering education advances and our excellence in world-class research have consistently placed McMaster among the top 50 universities in the world for health and medicine.

McMaster University's Faculty of Health Sciences is unique as the only Canadian university that combines, *in one Faculty*, schools of medicine, nursing, rehabilitation sciences, and the programs of midwifery, Bachelor of Health Sciences, physician assistant and postgraduate health sciences education. This is a specific initiative to train members of the medical team in a collaborative, interdisciplinary approach to develop effective and efficient health care.

Currently, the Faculty has 7,377 students enrolled in undergraduate programs, 5,641 in graduate programs, and 1,736 in other programs. We are fortunate to have exceptional faculty and staff who instruct, support, and guide our students, with a complement of 262 full-time faculty currently.



Our programs are delivered through a number of different site locations:

- The administrative offices of the Faculty of Health Sciences are located in the McLean Centre, a new building on McMaster University's beautiful campus.
- Students of the Faculty of Health Sciences learn in the affiliated academic hospitals of Hamilton Health Sciences and St. Joseph's Healthcare Hamilton, as well as affiliated community hospital partners in Niagara, Haldimand-Norfolk, Brant, Kitchener-Waterloo, Wellington and Halton.
- Classrooms, laboratories and offices for the Faculty's schools and programs are also housed on campus in the Michael G. DeGroote Centre for Learning and Discovery and the Mohawk-McMaster Institute for Applied Health Sciences, and in downtown Hamilton at the David Braley Health Sciences Centre at the McMaster Health Campus.
- The Waterloo Regional Campus of Michael G. DeGroote School of Medicine is located on the Downtown Kitchener Health Sciences Campus of the University of Waterloo in Kitchener Ontario.
- The Niagara Regional Campus of Michael G. DeGroote School of Medicine is located in a purpose-built space on the first floor of the Cairns Family Health and Biosciences Research Complex on the campus of Brock University in St. Catharines, Ontario.
- Students have the opportunity to learn in a multitude of clinical situations, with placements in more than 60 Ontario communities including in rural and Northern Ontario.

ADDITIONAL INFORMATION

- [McMaster University](#)
- [McMaster University's Mission and Vision](#)
- [2026 – 2031 Strategic Plan](#)
- [Board of Governors](#)
- [McMaster Alumni Association](#)
- [Giving at McMaster](#)
- [Faculty of Health Sciences \(FHS\)](#)
- [FHS Annual Reports & Reviews](#)
- [FHS News](#)
- [FHS Indigenous Health](#)
- [FHS Equity, Diversity, and Inclusion](#)
- [FHS on iFundMac platform](#)



ADVANCEMENT AT MCMASTER UNIVERSITY

McMaster's vibrant student experience, world-class research, and community engagement are empowered by the support of thousands of alumni and donors who also believe strongly in McMaster. Together, our donors and alumni help make the university what it is today and help nurture the next generation of leaders in our world.



University Advancement at McMaster University is comprised of four teams:

- Development
- Alumni Engagement
- Stewardship,
- Advancement Services and Operations

The heads of each of these departments report to the Vice-President (University Advancement). Collectively, the Advancement leadership team provides overall strategic leadership and direction in the areas of fundraising; developing and building partnerships; and engaging with donors, alumni and stakeholders.

The Advancement team also plays a critically important role in advancing the university's strategy, in support of McMaster's ambitious vision, in partnership with the academic and administrative leaders across the University. The Advancement team has a centralized/decentralized structure, with strategies established and coordinated centrally, along with some programs and services (e.g. Annual Giving, Estate Giving & Legacy Planning, Stewardship, overarching Alumni programs, Research & Prospect Analytics, and Gift Processing services), whereas other programs and services are delivered 'locally' through decentralized, dedicated Development and Alumni staff embedded in Faculties and units.

McMaster University has ambitious goals related to private donor revenue, with \$160 million raised in 2025. This is achieved by many people across the institution working together, including academic and administrative leaders, faculty and staff, and volunteers. University Advancement plays the role of coordinating and supporting these collective efforts. As well, the University Advancement team supports the engagement of over nearly 240,000 alumni from across the university, in collaboration with our Faculty and unit-based partners.

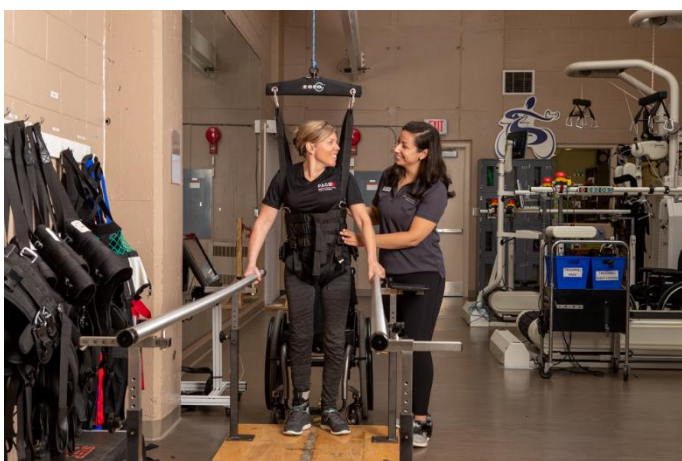
We also coordinate with colleagues to manage and steward the University's endowment fund comprised of philanthropic gifts given to support McMaster in perpetuity. The capital of the endowment remains untouched and the income from the endowment is used to support a variety of activities and programs. McMaster has approximately [1,914 individually named trust funds](#) restricted for certain purposes such as scholarships, bursaries and faculty chairs or professorships. In addition, McMaster has a general endowment to which undesignated bequests are directed. [McMaster's endowment is currently valued at over \\$1.04 billion](#), one of the largest in Canada.

ADVANCEMENT AT THE FACULTY OF HEALTH SCIENCES

The Advancement team in the Faculty of Health Sciences works closely with central Advancement and University and Faculty leadership to engage faculty, alumni, and donors. Through these relationships, the team builds support and secures resources to advance the Faculty's priorities. In fiscal 2025–26, the team achieved its \$35 million fundraising goal and has set an ambitious target of \$50 million for fiscal 2026–27.

The Faculty of Health Sciences determines private revenue targets by developing a pipeline of donors, supporters, and other funders to serve as a source of significant revenue for the Faculty's priorities, as identified through McMaster's senior academic leadership and functioning as an integrated part of the University Advancement team. Members of the advancement team drive the identification, cultivation, and development of a customized ask and recognition/stewardship plan for some of the Faculty of Health Sciences and McMaster's most significant donors.

As a trusted advisor who provides counsel to senior academic leadership on the largest gifts to the Faculty, the Director is directly involved in efforts to secure and grow its Faculty's base of major and principal gift-level supporters, and to steward these supporters in a manner so as to inspire them to establish, grow, and sustain meaningful relationships with the University. In doing so, the Director and the entire Faculty Advancement team work hard to create and maintain positive, productive relationships with colleagues in the Faculty and across the University.



LIVING IN THE HAMILTON AREA

Located in Southern Ontario, Hamilton offers an appealing combination of urban energy, natural beauty, and community. Home to McMaster University for more than 100 years, the city is a diverse and evolving community with a vibrant arts and cultural scene, excellent restaurants, unique neighbourhoods, and a growing waterfront. Set along the Niagara Escarpment and surrounded by trails, conservation areas, waterfalls, and Lake Ontario, the city offers abundant opportunities for hiking, cycling, and walking. Hamilton also offers the advantages of a major urban centre while remaining highly connected to the broader region.

Located approximately 45 minutes from Toronto, with GO Transit connections to Toronto and other communities across the Greater Golden Horseshoe, Hamilton provides convenient access to the cultural, business, and professional opportunities of the region without requiring residents to live in the centre of a major metropolitan area. For professionals relocating from across Canada, it is a city where a rewarding career at McMaster University can be paired with a rich and fulfilling life beyond campus.



KEY RESPONSIBILITIES

Planning, Strategy, and Leadership

- In collaboration with senior Advancement leaders, develop and implement strategies to strengthen major giving and drive sustained revenue growth for the Faculty.
- In collaboration with the Senior Director, Development, develop and manage an annual operating plan and budget for the Faculty's fundraising program, with clear, measurable objectives.
- Provide leadership and direction in advancing fundraising plans, campaigns, and strategies that drive revenue growth across the Faculty.
- Partner with senior Faculty leadership to develop advancement strategies aligned with academic priorities and build compelling cases for support that inspire significant major gifts.
- Collaborate across University Advancement to advance shared financial, strategic, and organizational goals.
- Model a culture of collaboration, integration and service to support the University's core research and academic missions.
- Represent the Faculty and University at all relevant community and University events, nationally and internationally.
- Further the culture of philanthropy at the University within the Faculty of Health Sciences.

Major and Principal Gift Development

- Support the Faculty's contribution to University Advancement.
- Manage a portfolio of 30–50 donors, leading cultivation and solicitation efforts to deepen engagement and increase philanthropic support.
- Further develop and strengthen a pipeline of prospective donors, identifying and cultivating opportunities for major and principal gifts to drive future revenue growth.
- Support University Advancement senior leaders in engaging the President, Vice-Presidents, senior University leaders, and volunteers in the cultivation and solicitation of principal gift donors, ensuring effective briefing and timely follow-up.
- Develop a deep understanding of the Faculty's research, teaching, priorities, and needs, and leverage this knowledge to align donor interests with meaningful opportunities for support.
- Collaborate with Stewardship and Advancement colleagues on major gift announcements, events, and ongoing donor stewardship.
- Monitor fundraising progress and initiatives, evaluate solicitation strategies, and recommend adjustments to ensure continued progress toward Faculty goals.

People Leadership

- Lead, motivate, and mentor a team of development professionals to deliver on the Faculty's vision, priorities, and short- and long-term goals.
- Oversee human resource activity for direct reports including recruiting and onboarding, goal setting, performance management, development, and engagement initiatives.
- Work with University Advancement's senior leaders to establish goals and objectives including annual professional development plans for team members to support a culture of continuous improvement and readiness for change.

QUALIFICATIONS & COMPETENCIES

Experience

- Proven track record of success in securing and contributing to the closing of \$1M+ and other complex donations and partnerships.
- Demonstrated experience in major giving fundraising, preferably within the post-secondary system, healthcare, or other complex organizational environments.
- Experience leading and managing teams of high-performing, donor-centred development professionals.
- Skilled in designing and implementing sophisticated gift structures and supporting others in this work.
- Superior skills and knowledge in attracting, building and maintaining sustainable relationships with donors and supporters.
- Demonstrated expertise in human resources, volunteer management, and budget management.
- High level of comfort and credibility working with senior academic leaders and volunteers.

Knowledge, Skills, and Competencies

- Vision and the ability to think strategically with a creative and entrepreneurial mindset.
- Donor-centred and goal-oriented with a reputation for integrity and transparency.
- Superior communication and interpersonal skills.
- Strong computer skills, including proficiency with relational donor databases such as Ellucian CRM Advance.
- Superior skills in human resources, volunteer management, and budget management.
- Strong attention to detail and program management skills.
- Excellent skills in critical analysis and decision-making.
- High level of tact, discretion, and diplomacy.
- Sound judgement and strong initiative.
- Ability to develop a solid understanding of the mission of a research-intensive university.
- Strong financial acumen and proficiency in data analytics.
- Ability to navigate and be effective within a complex organization that values collaboration in addition to individuality and creativity.
- Knowledge of Canadian Revenue Agency regulations regarding Charitable Giving.

Education

- A University degree is preferred.
- A McMaster degree is an asset.
- A Master's degree is an asset.

LEADERSHIP BIOGRAPHIES

Dr. Nancy Baxter, Dean and Vice-President, Faculty of Health Sciences



Dr. Nancy Baxter, MD, MBA, PhD, FRCSC, FACS, has been appointed as the Vice-President and Dean of the Faculty of Health Sciences at McMaster University, starting on August 31, 2026. Dr. Baxter is an internationally recognized surgeon-scientist, health services researcher, and academic leader whose work has focused on improving cancer care, surgical quality, population health, and health system performance. She has held senior leadership roles across Canada and Australia, including Interim Executive Dean and Pro Vice Chancellor, Faculty of Medicine and Health at the University of Sydney and Head of the Melbourne School of Population and Global Health. A colorectal surgeon by training, Dr. Baxter completed her MD and PhD at the University of Toronto, fellowship training in colorectal surgery at the Mayo Clinic, and an MBA through Melbourne Business School.

Prof. Baxter's research uses population-based data and policy-relevant methods to strengthen cancer screening, diagnosis, treatment, survivorship, and equitable access to care. She has led and collaborated on major peer-reviewed grants from organizations including the Canadian Institutes of Health Research, Cancer Care Ontario, the Canadian Cancer Society, and Australia's National Health and Medical Research Council. Her research spans colorectal cancer screening and outcomes, adolescent and young adult oncology, surgical access and quality, gender equity in surgery and academic health care, and the health-system effects of the COVID-19 pandemic. She has authored or co-authored over 400 peer-reviewed publications in high-impact journals. She has been continuously funded since 2004, securing over \$55 million dollars in peer reviewed grants and awards as PI / Co-PI. During her career, she has supervised 23 graduate/post graduate trainees and mentored 15 junior faculty.

Her contributions have been recognized through national and international honours, including fellowship in the Canadian Academy of Health Sciences, Fellowship of the American Society of Clinical Oncology, the American College of Surgeons I. S. Ravdin Lecture in the Basic and Surgical Sciences, and has numerous awards for mentorship, leadership, research impact, and surgical scholarship. Dr. Baxter has also served on numerous boards, advisory committees, editorial boards, professional societies, and grant review panels in Canada, Australia, the United States, and internationally.

Lili Litwin, Vice President, University Advancement



A leading Canadian advancement expert, Lili Litwin has worked across the research, hospital, charitable and university sectors. She joined McMaster University in June 2023, having previously served as Executive Director of Advancement at the Rotman School of Management at the University of Toronto. She also spent five years as President of the St. Michael's Foundation at St. Michael's Hospital and Providence Healthcare, Unity Health Toronto. In both roles she led fundraising campaigns that surpassed their goals, developed strong and diverse advancement teams, and liaised with academic partners on governance and donor stewardship.

Litwin graduated from York University with a B.Ed. Her earlier work experience includes time as Vice-President of Development at the Canadian Centre for Diversity and with ONEXONE, a non-profit organization dedicated to improving the lives of children in health and education. At McMaster, she leads an integrated team of staff and volunteers, and works closely with faculty, students, alumni, administrators, and community members in advancing the University Strategy, developing, and building partnerships, engaging with donors and stakeholders.

Heather Colwell, Associate Vice President, Pan University Advancement – Health Sciences



Heather Colwell has worked in educational advancement for 19 years and has been with McMaster since 2016. Heather has been instrumental in driving revenue growth as part of the University's highly professional, award-winning fundraising team. Since 2018, the Faculty of Science has benefitted from effective advancement strategies, transformative development structures and innovative partnerships and collaborations. Heather was promoted to the role of Executive Advisor, Development, a role where she oversaw several Faculty-based Directors of Development, as well as the University-wide Planned Giving program and team.

Now she is Associate Vice President, Pan University Advancement where she implements effective advancement strategies, designs transformative development structures and establishes innovative partnerships and collaborations.

Heather received her B.A. in Biomedical Sciences from SUNY at Buffalo and holds a Master of Philanthropy and Non-Profit Leadership from Carleton University. Heather is a Certified Fund Raising Executive.

Jen Power, Senior Director, Development, Faculty of Health Sciences



Jen Power is a senior fundraising and advancement leader with more than 18 years of experience across healthcare, higher education, and the charitable sector. She currently serves as Senior Director, Development in the Faculty of Health Sciences at McMaster University, where she leads a team of development professionals and oversees fundraising strategies in support of the Faculty's research and academic priorities. Throughout her career, Jen has held senior roles with The King's Trust Canada, UHN Foundation, and CAMH Foundation, securing transformational gifts and building strong relationships with

donors, foundations, and corporations. She is currently completing her MBA in Executive Leadership at Royal Roads University and has served on several charitable and community boards.

MCMASTER UNIVERSITY ORGANIZATIONAL CHART

University Advancement Faculty of Health Sciences (FHS)

