TORONTO HUMANE SOCIETY

like no other.



DIRECTOR, MAJOR GIFTS

POSITION BRIEF

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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of Toronto Humane Society. For more information about this opportunity, please contact Jody Jacobson, Senior Consultant, KCI Search + Talent by email at THS@kcitalent.com.

Applications will be considered as they are received, and candidates are encouraged to apply early with a resume and a cover letter. The final submission deadline is **November 15, 2026**. All inquiries and submissions will be kept in strict confidence.

Toronto Humane Society is committed to building, and sustaining, a diverse and equitable workplace where people's unique backgrounds, experiences, and perspectives are valued, respected, and welcome. We recognize that a diverse and empowered workforce helps us better serve our animals, clients, and community and contributes to Toronto Humane Society's overall growth and success. Therefore, we strongly encourage qualified applications from underrepresented and equity-deserving groups within the animal welfare sector, including Indigenous, Black, racialized, newcomers, 2S/LGBTQ+, and people with disabilities.

If you require accommodation, please notify the Search Consultant in advance and they will work with you to meet your needs. THS is committed to providing accommodation throughout the recruitment and selection process.

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

DIRECTOR, MAJOR GIFTS

THE OPPORTUNITY

Toronto Humane Society (THS) is building a major gifts program, and this is your opportunity to lead it.

THS is preparing to launch its first-ever $50 million comprehensive campaign with a goal to build the first nonprofit veterinary network operating on a social enterprise model. With exceptional donor enthusiasm, active engagement, and significant fundraising potential, the timing couldn't be better. The groundwork is already in place: a strong pipeline of passionate mid-level donors who believe deeply in the mission, and leadership committed to investing in major gifts. What THS needs now is the right person to turn that momentum into a program.

THS is seeking an action-oriented, relationship-driven fundraiser to serve as Director, Major Gifts. The Director will set the strategy, build the infrastructure, and hire and lead a team, with plans to add two Major Gifts Officers. This role will be instrumental in growing major gift support, both by moving those mid-level donors to major gifts and by cultivating new philanthropic relationships. For a fundraiser ready for their next step, it's a rare chance to shape a program from the ground up just as a landmark campaign gets underway.

The Director will do this work alongside Jennifer Gray, CFRE, Chief Development Officer, a respected sector leader with more than 15 years of senior leadership experience and a track record of building high-performing teams. Jennifer is known for investing in the people around her, and the Director will have a genuine partner and mentor in shaping the program.

Working across the organization, the Director will champion a culture of philanthropy, helping colleagues, volunteers, and senior leadership embrace their roles in donor engagement. Volunteer relationship management will be a significant and rewarding part of this work, engaging board members and other senior volunteers as active partners in donor strategy and cultivation.

This is a role for someone who wants to do more than manage a portfolio; it is an opportunity to help build Toronto into the most humane city in Canada.



The hiring range for this position is $110,000 to $130,000 and includes a competitive benefits package. This role offers a hybrid model, with two to three days a week in the Toronto office at 11 River Street.

ABOUT TORONTO HUMANE SOCIETY



Toronto Humane Society (THS) excels at everything a great humane society should. With industry-leading shelter care, animal training and behavioural support, and accessible veterinary services, THS has helped thousands of animals find loving homes and kept countless families together. But its mission, to improve the lives of animals pushes it to keep going further.

Toronto Humane Society works across the full spectrum of animal welfare, including training and behaviour, temporary sheltering, veterinary care, and community-based support. At its core, this work is about meeting animals and the people who care for them where they are and building practical pathways that reduce crisis before it becomes irreversible. Through values-aligned partnerships, THS extends support beyond Toronto, working alongside remote and underserved communities to strengthen local animal welfare capacity. As a sector leader, THS pairs direct service with broader systems change, advocating for stronger legislation and helping communities and organizations improve the care they provide.

In pursuing this mission, Toronto Humane Society becomes something more than a shelter. It is an educational resource and support system, a champion of accessible care, and a centre of excellence where best practices and bold ideas meet with unyielding optimism and a deep love for animals.

With a team of industry-leading experts and a passionate community network, THS works to reduce animal homelessness, ensure access to care, and preserve the human-animal bond. Toronto Humane Society is like no other.

Vision: To be a leader in animal welfare, working for a compassionate society where all animals are respected and valued.

Mission: To improve the lives of animals.

2025 TOP 100 CHARITY
Charity Intelligence's Highest Rated Charities

2024 TOP 100 CHARITY
Charity Intelligence's Highest Rated Charities

2023 TOP 100 CHARITY
Charity Intelligence's Highest Rated Charities

2022 Top 100 Rated Charities
Charity Intelligence's Highest Rated Charities

2025 – 2030 STRATEGIC PLAN



Toronto Humane Society is in the midst of a bold and purposeful transformation. Long known as one of Toronto's most trusted animal shelters, THS is evolving into something far more ambitious: a city-wide, community-embedded service network that addresses the root causes of animal vulnerability rather than simply responding to crisis.

Guided by its 2025-2030 Strategic Plan, the organization is expanding beyond its single-site model to open new clinics and hospitals, grow programs in food support, behavioural health, fostering, and veterinary social work, and position animal welfare as an essential part of the broader public health and social services landscape. Since 2019, THS has already grown its veterinary services from a $1.5 million program to a $4 million self-sustaining social enterprise, demonstrating both the appetite for this work and the organizational capacity to deliver it.

ADDITIONAL INFORMATION

- History
- Annual Reports
- 2025-2030 Strategic Plan
- Program Impact Reports
- Diversity, Equity, and Inclusion (DEI)
- Board of Directors and Committees
- Industry Comparison Reports
- Read our Blog

BOARD OF DIRECTORS

- Adrienne Macdonald, *Chair*
- Liz Everett, *Vice-Chair*
- Alexandra Bratton
- Julie Barac
- Damian Creber
- Emily Cornelius
- Rodney Gill
- Vivien Glencross
- Audrey Mak
- Sehr Mahmood
- Gary Milakovic
- Alexandre Rochtchine
- Marcie Somers
- Nabila Tisha
- Roxanne Yanofsky

KEY DUTIES AND RESPONSIBILITIES

Major Giving

- Build and lead a major gifts program, establishing the strategy, infrastructure, and donor relationships needed to drive long-term philanthropic growth.
- Partner with the CDO on leadership and major gift solicitations for the $50M comprehensive campaign, including work with volunteers.
- Develop and implement a comprehensive plan for identifying, cultivating and stewarding major and planned giving prospects and donors, developing strategies to deepen engagement and increase giving over time.
- Build and manage a personal portfolio of donors and prospects, implementing major giving strategies at the 6-figure level and above.
- Collaborate with the Chief Development Officer to ensure major gift strategies are aligned with THS mission, vision and values.
- Analyze the major gift program performance with a focus on portfolio effectiveness, including pipeline growth, conversion rates, revenue outcomes, using insights to continuously drive improvements.
- Champion a culture of philanthropy across the organization, helping colleagues and volunteers understand and embrace their roles in building meaningful donor relationships.
- Lead the planning and execution of major donor events and fundraising campaigns, strategically engaging and expanding the donor portfolio.
- Regularly evaluate and refine fundraising strategies to ensure alignment with the changing landscape of major gift fundraising and the priorities of the 2025-2030 Strategic Plan.
- Engage and support senior volunteers and leadership as active partners in donor strategy and relationship management.
- Participate in the development and operationalization of policies, protocols, and processes related to major gifts and donor relations.
- Maintain a high level of confidentiality in all donor interactions and ensure adherence to data integrity and ethical fundraising principles.



Team Leadership

- Build, develop, and lead a team, modelling strong leadership behaviours to foster a culture of trust, collaboration, ownership, and continuous improvement across the team.
- Mentor and support the Major Gifts team members and other internal stakeholders in managing their donor portfolios, sharing advanced techniques for donor analysis, segmentation, and engagement.
- Build and manage the human, financial and operational objectives of the Major Giving team, ensuring resources are aligned with program priorities and strategic goals.
- Provide strategic direction to the team and colleagues on targeted major donor communications, recognition, and stewardship activities.

Compliance and Stakeholder Management

- Present a positive and professional image of the organization when interacting with employees, clients/customers, visitors, and other external stakeholders.
- Understand external regulatory bodies governing the organization, and all Toronto Humane Society policies and protocols, and ensure staff works in compliance with regulations.
- Ensure compliance with national and provincial regulations in all major giving initiatives, upholding ethical fundraising standards.
- Attend and participate in workshops, seminars, and in-service training to further education, skills, and knowledge.

QUALIFICATIONS AND COMPETENCIES

- Progressive experience working in a fundraising position with a successful track record of cultivating, securing and stewarding major gifts at the 6+ figure level.
- Comprehensive understanding of major gift fundraising principles, donor psychology, and engagement strategies that move donors along the giving continuum.
- Demonstrated experience engaging board members and other volunteers as partners in donor cultivation and solicitation; comprehensive or capital campaign experience is considered an asset
- A motivated self-starter, eager to pursue new opportunities and develop lasting relationships with both internal and external stakeholders.
- Demonstrated ability to build, lead, and develop high-performing teams, including setting clear goals and expectations, monitoring progress against objectives, and fostering a culture of accountability, collaboration, and continuous improvement.
- Strong organizational, planning, and execution skills, with the ability to manage multiple donor relationships and priorities.
- Proven ability to work across organizational structures, managing resources and collaborating effectively with internal stakeholders to advance shared goals.
- Experience working with donor management databases, with familiarity with Raiser's Edge considered an asset.
- Combination of education and experience sufficient to successfully perform the essential duties of the role. CFRE designation is considered an asset

LEADERSHIP BIOGRAPHIES



Phil Nichols, CAWA, RVT

Chief Executive Officer

Phil Nichols is leading a fundamental transformation in animal welfare, reimagining veterinary care as a system built on access, prevention, and community impact.

A Registered Veterinary Technician by training, Phil began his career on the front lines at Toronto Humane Society and has advanced through the organization to become Chief Executive Officer. His leadership reflects a deep, lived understanding of both the clinical and systemic barriers facing animals and the people who care for them.

Under his leadership, Toronto Humane Society has significantly expanded its public veterinary and support services, now reaching more than 30,000 animals and their caregivers each year. He has championed a model of care that integrates veterinary medicine with social support, ensuring that access, not income, determines outcomes.

Phil's work is grounded in a simple belief: when access improves, lives improve.



Jennifer Gray, CFRE

Chief Development Officer

Jennifer Gray is leading the philanthropic strategy behind one of the most ambitious transformations in animal welfare.

With more than 15 years of senior leadership experience, she brings a track record of building high-performing teams, developing strategic partnerships, and aligning donor investment with measurable impact.

At Toronto Humane Society, Jennifer is guiding a campaign designed not simply to expand services, but to redesign the system, mobilizing support for a model of care that is integrated, equitable, and sustainable.

Her approach is grounded in trust, clarity, and purpose: connecting donors to a vision where their investment drives lasting change for animals, families, and communities.

ORGANIZATIONAL CHART – Integrated Marketing & Development Team

