SEARCHLIGHT PARTNERS

POSITION:	Vice President, Philanthropy
LOCATION:	Toronto, Ontario (other major centres could be considered)
POSITION DETAILS:	Full Time, Permanent
REPORTS TO:	President & CEO
DIRECT REPORTS:	Senior Director of Campaign & Development Operations, Director of Planned Giving, Director of Corporate Development, Director of Conservation Philanthropy, Director of Business Intelligence & Operations, and an Executive Assistant
WEBSITE:	https://natureconservancy.ca/

THE ORGANIZATION

Taking care of our environment has never been more important than it is today. The Nature Conservancy of Canada (NCC) is looking for a Vice President, Philanthropy to join a team committed to protecting our most important natural areas and the plants and animals they sustain.

NCC is the nation's leading not-for-profit, private land conservation organization, working to protect our most important natural areas and the species they sustain. Since 1962, we have brought people together to conserve and restore more than 20 million hectares across Canada. NCC takes a collaborative, evidence-based approach to achieve conservation success for the sake of nature and Canadians. With office locations in all ten provinces across Canada, NCC delivers results you can walk on.

NCC recognizes that we work on lands that have long been cared for by Indigenous Peoples under their own laws and knowledge systems. We are committed to transforming how we do our work, advancing Reconciliation through conservation, and working with Indigenous Peoples in meaningful, respectful, and supportive ways.

THE POSITION

With a growing national profile, ambitious conservation goals, and increasing opportunities for transformational philanthropy, NCC is seeking a visionary and results-oriented Vice President, Philanthropy (VP, Philanthropy). In this newly created role, the VP, Philanthropy will lead the organization's next phase of fundraising growth, new business development, and donor engagement.

Within the first three years, the VP, Philanthropy will be expected to:

- Strengthen NCC's national philanthropy strategy and revenue performance.
- Expand the pipeline of transformational gift opportunities.
- Increase engagement of major donors, foundations, and volunteer leaders.
- Build and retain a high-performing philanthropy team.
- Position NCC as one of Canada's leading destinations for philanthropic investment.

Reporting to the President & CEO, the VP, Philanthropy is a strategic, collaborative, and results-oriented leader who is passionate about conservation and possesses a deep understanding of the philanthropic landscape across Canada.

RESPONSIBILITIES

Philanthropy Strategy & Revenue Growth

- Develop and execute a national philanthropy strategy aligned with NCC's strategic and conservation priorities.
- Lead revenue planning, forecasting and performance management for NCC's philanthropy programs.
- Grow NCC's diverse donor base and build a robust pipeline of major, principal and transformational gift opportunities.
- Ensure an integrated nationally synergistic approach across individual giving, foundations, legacy giving and strategic philanthropic partnerships.
- Continuously strengthen fundraising practices through data, innovation and sector-leading approaches.
- Develop strategies to proactively seek new long-term growth opportunities.

Major & Transformational Giving

- Personally manage and cultivate a portfolio of NCC's most significant donors, prospects and philanthropic partners.
- Build and execute strategies to secure transformational gifts.
- Partner with the CEO, Board, volunteers and senior conservation and fundraising leaders in donor engagement and solicitation activities.
- Develop compelling philanthropic opportunities that connect donor investment to measurable conservation outcomes.

Donor Experience & Stewardship

- Establish a best-in-class culture of donor stewardship, trust and accountability.
- Shape and advance integrated organizational approaches that ensure donors receive meaningful engagement, reporting and recognition experiences.
- Strengthen donor retention, loyalty and long-term philanthropic investment.

Leadership & Team Development

- Build and lead a high-performing national philanthropy team.
- Foster a culture of accountability, collaboration, inclusion and continuous improvement.
- Support leadership development and succession planning across the philanthropy function.
- Strengthen alignment, synergies and collaboration among regional and national fundraising teams.

Executive & External Leadership

- Serve as NCC's senior philanthropy executive and ambassador within the Canadian philanthropic community.
- Support the Fundraising committee of the Board and volunteer leaders to strengthen fundraising effectiveness.
- Represent NCC with leading philanthropists, foundations and corporate sector partners.
- Contribute to enterprise-wide strategic planning and organizational leadership as a member of the Executive Team.

CANDIDATE QUALIFICATIONS

- Significant senior leadership experience in philanthropy, development or advancement, with a proven record of building and leading sophisticated philanthropy programs at-scale.
- Demonstrated experience negotiating and closing complex multi-million dollar gifts.
- Experience developing significant corporate and foundation partnerships.
- Experience leading complex fundraising teams and national or multi-regional fundraising programs would be considered an asset.
- Proven ability to lead change, build alignment and deliver results in a complex, decentralized organization including effectively collaborating with regional leaders to execute strategy.
- Strong understanding of donor strategy, pipeline management, stewardship and campaign fundraising.
- Proven ability to work effectively with CEOs, Boards, and influential volunteer leaders.
- Experience modernizing fundraising operations, systems and data at scale, to improve decision-making, efficiency and donor results.
- Sound executive judgement, strong financial and business acumen and accountability for achieving ambitious revenue targets.
- Exceptional relationship-building, communication, presentation, and influencing skills.
- Bilingualism (French /English) is an asset.
- Willingness to travel regularly across Canada and engage donors, teams, and partners in multiple regions.

CANDIDATE ATTRIBUTES

- A strong commitment to nature conservation and NCC's mission.
- Operates at a high level of strategic thinking and sophistication.
- Deep personal credibility, integrity and commitment to NCC's conservation mission.
- Strong resiliency and creative problem-solving aptitude to achieve results.
- Proactive and solution-oriented mindset, with the ability to take initiative.
- Excellent interpersonal skills with ability to build strong, respectful working relationships.
- Demonstrates integrity, discretion, and professionalism.
- Ability to work both independently and collaboratively as a team player.
- Adaptable and open to change and evolving priorities.
- Openness to feedback and continuous learning.

COMPENSATION

A competitive compensation package including base salary (range between $275K to $300K) plus incentive bonus based on identified revenue deliverables of 10% to 15%. Encompassing benefits (dental, vision, LTD) will be provided. Benefits include a group RRSP starting with matching 5% contributions, a personal health spending account (HSA), home office set-up allowance, and up to two paid Nature Days per year.

HOW TO APPLY

We invite candidates to apply by email with your cover letter and résumé no later than December 13th, 2026. Send to: NCC@searchlightpartnersgroup.com

At NCC, we're committed to providing a healthy, safe, barrier free and inclusive, workplace, where respect and diversity are recognized assets. We strive for bold conservation achievements in which equity, diversity and inclusion (EDI) are the norm. We welcome applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to productively engage with diverse communities. NCC implements an employment equity program and encourages members of designated groups to self-identify.

We thank all applicants for showing an interest in this position. Only those selected for an interview will be contacted.