



Director, Philanthropy

What does Sunshine have to offer you?

- **Flexible location of work.** This opportunity supports a remote workplace, but we are equally happy to have you work from our home office in London Ontario if that suits you better. Travel is required.
- **Reasonable work hours.** Do you want to work Monday to Friday or have the flexibility to work weekends? Do you like to start your day early or work late into the night? This position can accommodate that. This role is 40 hours per week, but the days of the week are up to you.
- **Consistent salary.** This salary range for this position is \$90,000 to \$110,000 per year with the opportunity for increases on a yearly basis.
- **Physical and mental health benefits.** Sunshine provides a comprehensive and competitive health, dental and Employee Assistance benefits program to support the health and well-being of our team members.
- **Commitment to your growth and development.** Each team member has a budget for personal development each year. Sunshine also provides internal training and ensures consistent coaching and development.
- **Future financial security.** Sunshine offers a group matching RSP program and provides life insurance.
- **Fun work environment.** No success is too small to celebrate! We also recognize the important life moments for our team. We have virtual and in-person events just for the fun of it.
- **Experienced leadership team**
- **A compelling mission**

Let's talk about you

You are someone who:

- Has achieved a bachelor's degree and CFRE accreditation
- Has proven and progressive fundraising experience and success at a leadership level, preferably with major gifts from individuals and corporations (\$50,000+).
- Prides themselves on their track record of staff and volunteer management.
- Brings their outstanding interpersonal, leadership and analytical skills to work everyday
- Has a proven track record of creating integrated cause marketing programs with a successful outcome of partnership engagement at \$50,000+.
- Can understand the needs and interests of individual donors, corporate partners and other funding bodies to develop long-term relationships with the Sunshine Foundation.
- Can demonstrate success in solicitation activities for a not profit organization, including face-to-face solicitation of donations of \$50,000 or more.
- Has excellent written communication and public speaking skills. Being bilingual is an asset.
- Has excellent organizational and time management skills.
- Is known to be flexible and adaptable in a changing work environment.
- Knows about working with donor management systems, in particular Raiser's Edge NXT.
- Is okay to travel locally (Toronto) on a regular basis as well as occasional national travel. You have a valid driver's license and regular access to a vehicle.

- Is willing and ability to provide proof of vaccination as recommended by federal and/or provincial guidance

What will you do in this role?

Reporting directly to, and working closely with the President & CEO, the Director, Philanthropy is a key member of the Senior Leadership Team with a strategic role in the leadership and management for the direction, planning, and execution of the development plan, including a five-year comprehensive campaign.

Team Leadership & Management:

- Build relationships with your team members through great communication skills, building trust and creating an environment where people are comfortable taking well thought out risks.
- Build a team where individuals hold themselves and team members accountable while maintaining trust and respect.
- Direct and manage staff reports and their team through mentorship and inspiration.
- Develop and implement programs for professional development for fundraising staff.
- Work with staff to develop and achieve performance goals, targets, and metrics for their programs and revenue streams and monitor departmental budgets
- Oversee the recruitment and retention of direct report staff including hiring, accountability, and annual performance reviews.
- Collaborate with all Sunshine staff, particularly direct reports, program fulfillment and marketing.

Development:

- Working with the President & CEO and Board of Directors, execute the current Strategic Development Plan including the comprehensive campaign while being instrumental in the development and implementation of future strategic planning in the fund development area.
- Direct all national fundraising programs, including major gifts, partnerships, and events ensuring all fundraising targets are met or exceeded.
- Develop and administer the national operating budget for development.
- Attend Board meetings and make presentations to various committees and groups involved with Sunshine as required.
- Foster strong relationships with key stakeholders such as donors, partners, and volunteers.
- In collaboration with other staff, work with volunteer leaders and others to identify linkage, ability, and interest of major gift prospects.
- Develop and oversee an integrated prospect identification, cultivation, solicitation, and stewardship program for all donors.
- Oversee the relationship management of all major donors (individuals, corporate donors, organizations, and foundations), including managing own personal portfolio.
- Establish appropriate annual goals, targets, and metrics for development to ensure that all fundraising efforts are effective, efficient, and successful.
- Regularly monitor the progress towards these goals and targets, and report on the activity and results of fundraising programs, initiatives, and staff.
- In collaboration with the Consultant and CEO, ensure ongoing knowledge of best fundraising practices and benchmark performance; ensure that all fundraising programs and activities fall within ethical, fiscal, and legal standards, and within Foundation policies and regulations.
- Represent Sunshine Foundation of Canada in a professional, appropriate, informed, and consistent manner.

Volunteer Leadership:

- Grow the fundraising volunteer structure, including the Fund Development committee, and participate in the identification, recruitment, training, management, and stewardship of fundraising volunteers.
- Attend Board meetings and make presentations to various committees and groups involved with Sunshine.
- In partnership with the President and CEO, and Board of Directors, champion fundraising, and a culture of philanthropy throughout the organization

Sunshine's Purpose:

The Sunshine Foundation of Canada has been changing the lives of Canadian children and youth living with severe physical disabilities since 1987. Sunshine was a part of the Canadian disability right movement which arose around in the latter half of the 20th century. This movement included multiple social movements that took a similar but distinct approach advocating civil rights for almost four million people with physical, sensory, and cognitive impairments. Our purpose is to positively impact the mental health of the people we serve through building confidence, independence and hope for the future.

About Our Team:

Sunshine is a team that thrives on working together and we value the contribution of the individual to overall organizational goals. We are committed to the well-being of our team including their growth and development. Our team is motivated by the change we see in the children and youth we serve.

We are looking for a leader with a passion for philanthropy, inspiring others, and working in a team environment focused on results.

Next step? That is up to you

Would you like to learn more about this opportunity and how you may be able to join the team at Sunshine? Apply today! We will be filling this position as quickly as possible.

Please submit your cover letter and resume to careers@sunshine.ca

While we sincerely appreciate all applications, only those candidates selected for an interview will be contacted. The Sunshine Foundation of Canada is an equal opportunity employer.

Please explore www.sunshine.ca for more information about Sunshine.