



CANDIDATE PROFILE
Chief Development Officer

2019

About Cystic Fibrosis Canada

Cystic Fibrosis Canada (CF Canada) is a national charitable organization founded in 1960 and is one of the world's leading charitable organizations committed to finding a cure for cystic fibrosis (CF). As an internationally recognized leader in funding innovation and clinical care, CF Canada invests more in life-saving CF research and care than any other non-governmental agency in Canada.

Since establishment, CF Canada has invested more than \$261 million in leading research, innovation and care. As a result, Canadians with cystic fibrosis have one of the highest median survival rates in the world.

CF is the most common fatal genetic disease affecting Canadian children and young adults. It is estimated that one in every 3,600 children born in Canada has cystic fibrosis. There is no cure.

CF Canada achievements include:

- Funded the research responsible for the discovery of the CF gene in collaboration with CFF.
- The world's first successful double lung transplant on a person with CF took place in Toronto.
- Understanding the role of diet in disease control.
- A \$7M CFIT campaign with SickKids Foundation.

CF Canada currently raises \$17M dollars annually with the support of a highly passionate group of national staff, volunteers and parents.

www.cysticfibrosis.ca

The Opportunity

To lead a national team of staff and volunteers who are passionately committed to the children and adults who live with CF. The CDO will be the lead fundraising professional for the organization and will be looked upon for setting the strategic direction for revenue at the organization.

The Role

Reporting to the President and CEO, the Chief Development Officer (CDO) oversees a national team of fund development professionals and volunteers. The CDO will work collaboratively with staff and board members to develop a strategic fund development plan that aligns with CF's strategic plan and provides organizational growth and long-term sustainability. The CDO also serves as an essential member of the senior leadership team.

Key Responsibilities

Strategic and Operational Planning

- Build a robust fund development strategy with clearly defined revenue goals, and a diverse mix of giving, that advances the strategic objectives of the organization.
- Lead the organization in building and enabling a culture of philanthropy throughout the organization.

Fund Development

- Develop and execute a major gifts program based on best practices, including the development of a successful staffing and volunteer

structure.

- Expand corporate, annual and planned giving programs to meet stretch targets.
- Develop and maintain a robust donor pipeline with an intentional approach to engage staff and volunteers to cultivate, steward and solicit key prospects.
- Personally, manage a pipeline of donors and develop strategies for the CEO's portfolio.
- Lead the development of an integrated stewardship framework in collaboration with other teams.
- Work closely with the Community Engagement team to identify revenue generating strategies and initiatives.

Fund Development Marketing & Communications

- Work closely with the Mission and Marketing teams to encourage collaboration, identify funding opportunities and develop materials.
- Create the insights for a case for support and other fundraising programs, including stewardship, donor recognition and donor reports.

Human Resources and Volunteer Leadership

- Work with the CEO to develop the needed structures to support an integrated, motivated and inspired revenue generating team across the organization.
- Develop volunteer structure and leadership (i.e. campaign cabinets) needed to deliver on fund development strategy.
- Provide subject matter expertise and leadership to all staff regarding fund development.
- Develop and maintain positive,

collaborative working relationships with CF Canada's staff, board and volunteers.

Finance, Systems and Operations

- Create and manage fund development team budgets for strong return on investment.
- Develop reports that inform the CEO, Board and leadership team of the status of fundraising nationally.
- Ensure CF Canada has best in practice policies and procedures to support donor -centric, relationship-based fundraising.
- Develop processes (data and metrics) that support a well-organized and efficient fund development activity.
- Champion and support the integration of Raiser's Edge and other technological tools that advance fundraising initiatives.
- Create regular reports that reflect the status of giving activities, trends, and opportunities.

Personal Attributes

The CDO is an intelligent individual with above average EQ. They are a caring and empathetic person and have an innate understanding of how to get along with a diverse group of individuals. They are able to get results while creating connection and engendering trust with all key stakeholders. Regardless of their age, the CDO is a mature individual who operates with a high degree of thoughtfulness and respect for others. An optimistic, positive and innovative individual who can see what is possible would nicely round out the CDO's attributes.

The Ideal Candidate

The CDO has a track record as a senior leader in fund development with a minimum of 5 years' experience in a leadership/management position, ideally at a national level and in a community-based organization. The CDO is a well-rounded fundraising professional with experience in a wide variety of fundraising programs including major gifts, corporate philanthropy, annual giving, planned giving and peer to peer fundraising. Their experience includes creating a philanthropic culture and onboarding major gift and corporate programs nationally.

The CDO has natural leadership skills and the unique ability to look at the big picture and create a plan that supports the advancement of their organization, with revenue stabilization and growth being a key priority. A track record working successfully with a wide range of national and community-based staff and volunteers is essential in the role. Finally, the CDO comes to the role with experience building best practices within the fundraising portfolio that supports the development of a successful philanthropic organization.

Core Competencies

- Superior strategic planning experience developing and executing diverse fund development plans and initiatives.
- Successful leadership of a variety of fundraising programs including major gifts and corporate fundraising, foundations, planned giving, annual giving, peer to peer and event fundraising.
- Demonstratable track record growing revenue and participation.
- Proven drive and achievement in the successful solicitation of six-figure major gifts.
- Experience supporting senior volunteers (Board of Directors/Campaign Cabinets) and community-based grassroots volunteers.
- Has worked in an integrated, collaborative manner and sees collaboration as a fundamental component of creating a philanthropic environment.
- Strong written and verbal communications skills.
- The ability to influence and sell both externally and internally to a variety of stakeholders.
- Exceptional interpersonal, active-listening and relationship building competencies.
- Current knowledge of best practices in development and donor database management (specifically in Raiser's Edge).
- Ability to analyze and interpret trends/results with demonstrated business acumen and good financial acumen.
- An in-depth knowledge and practice of budget analysis and transparent reporting.
- English and French language skills are a significant asset.
- University degree or equivalent.
- CFRE designation preferred.

Location

This position is based out of the national office in Toronto, Ontario, near Yonge and Eglinton.

How To Apply

We thank all candidates in advance. We will, however, contact only those selected for an interview. To apply, please submit, in confidence, a resume along with cover letter which sets out your interest in the role and highlights the experience you have relevant to the role. The preferred method of application is on-line at searchsmartconnect.com/jobs

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