



Position Profile

LORAN SCHOLARS FOUNDATION
Director of Development, National



About Loran Scholars Foundation

The Loran Scholars Foundation is looking for a keen and proven fundraising professional to join their team.

An independent charitable organization founded in 1988, the Loran Scholars Foundation grants undergraduate awards based on character, service, and leadership potential as well as academic achievement. Through a comprehensive scholarship selection process, the Foundation identifies 36 Loran Scholars who are each awarded up to \$100,000 over four years of undergraduate study, including mentorship and summer experiences. In addition, the Foundation grants up to 124 Finalist and Provincial & Territorial Awards (\$6,000 or \$2,000 each, respectively) to promising candidates. The Loran Scholars Foundation has provided more than \$62 million in undergraduate awards to 3,200+ promising high school and Cégep students, including 757 Loran Scholars, in an array of fields, such as technology, the arts, law, science, education, and finance.

<https://loranscholar.ca/>

The Role

Reporting to the CEO, the Director of Development will lead Loran's national fundraising efforts, working to secure a diversified and sustainable revenue base and meeting annual fundraising goals. The Director initiates, builds, and expands relationships with donors across the country, and designs and maintains integral systems to ensure fundraising efforts are successful. In partnership with the CEO and the Board Development Committee, and with the contributions of the Development Coordinator, the Director leads national major gift activities, including developing fundraising strategies, identifying funding opportunities, crafting proposals and reports, and managing stewardship efforts.

The Director will be responsible for building a national fund development strategy and plan to grow the revenue/donor base and professionalizing fund development at Loran. They will create multi-year pledges with existing donors and grow the donor base outside of Ontario.

This is a key leadership role, and as part of the leadership team will provide input on all strategic and operational decisions that impact the future of Loran.

Responsibilities are allocated as follows: 10% strategy, planning and organizational leadership; 40% major gift fundraising and stewardship 20% fundraising systems and processes; 20% staff and volunteer leadership; 10% fundraising communications.

Key Responsibilities

Strategy, Planning, and Organizational Leadership

- Develop a national fundraising strategy and plan that elevates and enhances fundraising for the organization.
- Identify new opportunities to grow revenue throughout the country.
- Provide input, as part of the leadership team, on key organizational decisions and culture building.

Major Gift Fundraising and Stewardship

- Steward existing donors and determine opportunities for growth.
- Meet donors and get to know the donor community.

- Build, manage, prioritize, and follow up with the donor prospect pipeline, and ensure the CEO and other key stakeholders are supported when meeting donors.
- Build a legacy program for long-standing donors to the organization.
- Conduct strategic research on current and prospective donors and develop approaches for donor solicitation.
- Develop and facilitate stewardship strategies and plans and ensure stewardship efforts and activities are executed on time and with high quality and efficiency.
- Coordinate donor prospecting and cultivation events to raise the profile of Loran in the community and attract new supporters.
- Oversee the execution of the annual alumni campaign, working closely with the Director of External and Alumni Relations to ensure high engagement of alumni donor base.

Fundraising Systems and Processes

- Establish systems and processes that build a strong foundation for fundraising at Loran.
- Create systems for evaluating donor potential.

Staff and Volunteer Leadership

- Supervise and coordinate the work of the Development Coordinator to ensure a smoothly functioning team that meets its goals and objectives.
- Work with the Board Development Committee to identify and develop a strong national donor pipeline; provide leadership support and ensure the Committee is operating efficiently.

Fundraising Communications

- Prepare fundraising proposals, impact reports, and other materials to support fundraising and stewardship efforts.
- Write custom communication materials (i.e., scholar updates) for donors, prospects, and board members.
- Attend events as a spokesperson for the Foundation.

The Opportunity

The Director of Development will have the opportunity to be the organization's first fundraising leader to participate and influence the direction of the organization at the leadership team. They will have the opportunity to build a strong and impactful fundraising program within an already existing major gift culture.

Experience

The Director of Development comes to the role with a minimum of 10 years' fundraising experience including a minimum of 5 years in a leadership role. They have a track record building fundraising strategies, plans, and processes that have led to national revenue growth and professionalization of the development function. Having worked for a national organization in the education/scholarships and/or youth leadership sectors would be an asset.

While the right candidate will be a generalist fundraiser with exposure to most facets of the discipline, their primary and most recent experience is developing donor pipelines within major gift fundraising, cultivating and asking for major gift donations, and setting up major gift systems.

They have either worked with or supported the leadership team of an organization and supported the CEO in their fundraising efforts.

Personal Attributes

The ideal candidate is a smart, thoughtful, and mature individual who is innately positive and optimistic. Friendly, open, and authentic, this is someone who operates with a high degree of integrity. They naturally get along with a wide range of personalities, including high net worth individuals and volunteer board committees.

Given that Loran is a small but impactful charity, the ideal candidate must be a strategic thinker who is also prepared to roll up their sleeves and pitch in wherever needed. They set the bar high for themselves and others, and are self-directed, requiring the minimum amount of supervision.

As part of the leadership team, they must know how to work in a collaborative way and be prepared to challenge and be challenged for the best interests of the organization.

Loran Scholars is looking for an individual who is passionate about youth, education, and community development, and eager for a long-term commitment to the organization.

Core Competencies

- Major gift cultivation and stewardship skills.
- Staff and volunteer leadership abilities.
- Excellent written communication skills. Can write impactful, professional donor materials.
- Understands the mission of the organization and can communicate with donors and stakeholders in a concise and compelling way.
- Excellent listening skills.
- Exceptional interpersonal skills with superior EQ. Knows how to talk to donors and understand their motivations and passions.
- A critical thinker and creative problem solver.
- Outstanding organization/project management skills, both efficient and effective in managing workflow to achieve maximum success.
- Comprehensive understanding of donor database fundamentals and experience using a CRM system to manage donors, gifts, and fundraising analytics.
- Strong attention to detail.
- Ability to work both independently and in collaboration with other staff, board members, volunteers, donors, and students.
- Proficiency in French is an asset.
- CFRE designation is an asset.

Location

Loran operates as a virtual organization. Candidates must be comfortable working in a home-based office and managing and collaborating with a remote team.

Additional Information

Staff gather in-person four times a year in different locations across Canada. Candidates must be able to attend these gatherings, which are up to five days in length. Other short travel or evening and weekend work may be required on occasion.

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 resumé along with a cover letter that sets out your interest in the role and highlights your relevant experience. Please include your salary expectations. The preferred method of application is online at searchsmartconnect.com/jobs.

The Loran Scholars Foundation is committed to diversity and inclusion in the workplace and welcomes applications from all qualified candidates, particularly from Indigenous and other historically marginalized communities; however, only those selected for an interview will be contacted. If you require accommodation in the interview process, please communicate that if contacted.

Contact Details

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