

Humane Canada is seeking a Senior Manager, Fund Development to lead the growth and expansion of resource development for Humane Canada in support of its strategic priorities.

Position Title:	Senior Manager, Fund Development
Reports to:	Chief Executive Officer (CEO)
Location:	Canada (fully remote position)
Salary:	\$66,600 - \$76,310 per annum
Benefits:	Competitive benefits package including matching RSP contributions, life- and extended health benefits and flexible working hours.
Position Type:	Full-Time

Opportunity Summary

Humane Canada is an organization that works towards the respect and humane treatment of all animals within Canada. As a team member you will work with a Management Team that advances the welfare of animals on a national stage and will be involved in promoting the interests of animals to government, policy makers, industry and the public at large.

The Senior Manager, Fund Development will work with the CEO to ensure that a sound resource development strategy is developed and implemented which will ensure the important work of Humane Canada is fully resourced and supported.

The role offers opportunity for an individual interested in a dynamic growth environment leading the team responsible for the growth of Humane Canada, all while maintaining focus on the mission of the organization which is to advance the welfare of animals in Canada by ending animal cruelty, improving animal protection and promoting the humane treatment of all animals.

Position responsibilities

Resource Development

- In consultation with the CEO, develop and implement a comprehensive resource development strategy.
- Manage the execution of all resource development activities and annual revenue generation for Humane Canada including direct mail, monthly giving, leadership, major and legacy giving, online giving, government grants, corporate and foundation giving and conferences and events.
- Conduct research and analysis and engage in ongoing relationship networking in support of identifying potential donors and audiences.
- Ensure that each fund development program has clear strategies for prospect identification, cultivation, solicitation, and stewardship.
- Identify, design, and implement new resource development initiatives to respond to trends and emerging needs in philanthropic giving.
- Assist with the preparation of the annual budget.
- Manage the Humane Canada membership program.
- Cultivate and steward relationships with individual donors, corporate partners, foundations, and member societies including in-kind donations, sponsorship, strategic and legacy giving.
- Establish multiple revenue streams including expanding membership, increasing individual and public giving and on-line giving.
- Optimize fund raising efforts to maximize earning performance in relation to resources required, brand compatibility, sustainability of the organization and value to the larger community.

- Develop metrics to analyze fundraising performance and program growth and manages donor information in supporting database software.
- Report on fundraising programs, activities and revenues to the CEO and Board of Directors.

Organization

- Contribute to the overall management of Humane Canada, as a member of the Management Team, by engaging in strategic planning and analysis, policy development, organizational reviews, budget preparation and control and operational decision-making.
- Keep Board of Directors, staff and members informed of new developments in the field of fund development and of resource development activities, through regular reports to the Chief Executive Officer.
- Work cooperatively with all members of the Management Team and the Board of Directors to ensure policy directions and key messages associated with same are integrated and presented effectively to funders and the general public.
- Represent Humane Canada to funding bodies, other organizations, the community at large and the media as required.

Accountabilities

- Direct responsibility for securing Humane Canada's annual fundraising goal with a growth focus.
- Secure annual revenue from a combination of foundations, major and leadership donors, annual and monthly donors (direct mail and online appeals), legacy giving, member dues, special events, and corporate sponsors.
- Execute a Major Gifts plan including goal setting, budgeting, case for support measurement, reporting and evaluation.
- Ensure activities are integrated into the fundraising plan and also initiate new fundraising activities to continually increase the donor base and visibility of the organization.
- Establishes, monitors and reports on fundraising financial and/or performance goals through monthly and annual reporting.
- Manages all relevant vendor relationships and manages the resource development team of support staff.

Your Qualifications

- Bachelor's Degree / Equivalent or Advanced Degree is preferred or relevant post-secondary education or professional designation. CFRE designation considered an asset.
- 6 - 8 years of senior leadership experience.
- Knowledge and expertise in all aspects of legislation affecting philanthropy, including Canada Revenue guidelines.
- Comprehensive experience with individual giving, giving circles, government and foundation grants and reporting, soliciting major gifts, planned giving practices, conference sponsorship and corporate relationships.
- Extensive experience with digital fundraising tools and techniques.
- Experience managing a team and ability to manage remotely.
- Translate strategic goals and objectives into fundraising messaging and materials including engaging potential major donors, executives, and influencers in conversations about building a humane Canada and our priorities.
- Advanced understanding and use of data to direct fund development programs.
- Experience managing a revenue budget within a frugal organizational culture.
- Strong strategic and operational skills, with the ability to work in a highly collaborative, consultative environment with other staff and volunteers to achieve success.
- Experience managing and providing both leadership and support to a volunteer Board of Directors.

- Resourceful and organized; able to manage competing priorities, complex situations and deadlines while establishing and executing long-term plans, leveraging immediate opportunities, and managing short-term objectives.
- Self-starter, team player and relationship possessing a positive, forward thinking entrepreneurial approach to all areas of work.
- Advanced skills with the full Microsoft® Office suite and/ or direct working experience with publishing, design, communications, and event technology platforms/applications.
- Experience with relationship management software/applications, and ability to transfer knowledge to multiple platforms. Experience with following applications would be considered an asset: Raiser's Edge, InDesign, Canva, Global Giving and Canada Helps
- Bilingualism an asset.
- Personally, committed to advancing animal welfare and creating a humane Canada.

Remote nature of position:

- Role is fully remote and successful candidate would be required to perform responsibilities reliably and effectively through technology.
- Working hours are flexible but availability may be required on between 9am and 5pm EST (Eastern Time Zone).
- Ability to travel for role within Canada from time to time.

More about Humane Canada

Founded in 1957, Humane Canada represents SPCAs and Humane Societies from coast to coast to coast as well as an increasing number of municipalities, animal welfare groups and rescue organizations that make up the sector. We have a simple vision – **a humane Canada**. This vision was so important to us that in 2018 we publicly changed our name to Humane Canada. To achieve that vision we drive positive, progressive change to end animal cruelty, improve animal protection and promote the humane treatment of all animals.

As the convener of the largest animal welfare community in Canada, we advance the welfare of animals, with a strong national voice promoting the interests and concerns of animal welfare to government, policy makers, industry, and the public. We believe that each animal possesses intrinsic value, remarkable complexity, and inherent dignity, and as such is deserving of respect and moral concern. We elevate animal welfare through our values of collaboration and evidence-based thought leadership while building integrated, strategic professional teams that utilize systems thinking to create an effective and lasting change.

Should you be interested in learning more about this impactful opportunity with Humane Canada, please apply today at careers@humaneCanada.ca with your resume and a letter of introduction. Position will close on November 23, 2020 and resumes will be considered on a rolling basis.

Humane Canada welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank all candidates for their interest, however, only those selected for an interview will be contacted.