

Position: Director of Philanthropy & Partnerships

Location: Lionhearts Ottawa (119 Iber Rd, Unit 1, Stittsville, ON)

Who We Are

Lionhearts Inc. has spent over a decade uniting people through practical acts of love. From daily meal programs to frontline support for those experiencing homelessness and addiction, our work strengthens communities and builds dignity for every individual. We serve cities across Eastern Ontario by partnering with other organizations to bring resources, nourishment, and hope to the front lines.

The Opportunity

As Director of Philanthropy & Partnerships, you'll lead the design and execution of a dynamic fundraising strategy that sustains and grows Lionhearts' impact across all cities. You'll work closely with our Senior Leadership Team, reporting to the Chief Operating Officer, to shape a diversified giving portfolio; including major gifts, annual campaigns, sponsorships, grants, and signature events like *Coldest Night of the Year*. Your focus will be on building and stewarding strong donor and partner relationships, increasing revenue, and setting the foundation for a growing development program.

This role is ideal for someone who is strategic and relational, experienced in guiding donors through the full giving lifecycle, and energized by building partnerships that create sustainable change. As the organization expands, you'll play a central role in developing a team and further refining the fundraising infrastructure to support Lionhearts' mission-driven growth.

Key Responsibilities

Fundraising Strategy

- Lead and execute an integrated fundraising strategy including major gifts (\$25K–\$100K+), annual giving, planned giving, and sponsorships.
- Develop donor pipelines and segmentation plans for retention and growth.
- Oversee the development and execution of annual giving campaigns.
- Lead the strategy of fundraising events like CNOY.

Major & Annual Gifts

- Identify, cultivate, and steward relationships with individuals, corporations, and foundations.
- Create and present compelling cases for support for high-value gifts.
- Oversee donor recognition, renewals, and upgrade strategies.

Campaigns & Events

- Direct campaign timelines and assets for annual giving and third-party events.
- Serve as the strategic lead for events such as Coldest Night of the Year, with operational support from program staff or volunteers.

Grants & Sponsorships

- Oversee the development of grant applications both internally and with potential consultants.
- Lead sponsorship strategy, including in-kind and cash partnerships.

Leadership & Collaboration

- Partner with Communications to craft donor-facing content and impact reports.
- Represent Lionhearts at donor events and public engagements.
- Work with the Chief Operating Officer to build the fundraising department over time.

Qualifications

- Experience with annual giving campaigns, donor segmentation, and full donor journey cultivation and stewardship.
- Skilled in event-based fundraising, donor communications, and community engagement.
- Familiarity with grant writing or grant strategy coordination; able to lead or support applications and reporting.
- Strong storytelling, relationship-building, and interpersonal communication skills.
- Demonstrated project management ability and comfort managing multiple priorities independently.
- Willingness to represent Lionhearts publicly and build partnerships with diverse community stakeholders.
- Valid G-class driver's license and willingness to travel between cities as needed.
- Availability to work occasional evenings and weekends for donor meetings and key events.
- Interest and capacity to grow into a leadership role and build a development department in the future.

Bonus Assets

- Experience using donor CRMs such as CanadaHelps, Raiser's Edge, or equivalent.
- CFRE designation or active pursuit of certification.
- Bilingualism (French/English) considered a strong asset.
- Familiarity with faith-based organizations or community-focused causes.
- Experience in public speaking, fundraising pitches, and donor recognition presentations.
- Track record of building partnerships with businesses, foundations, or municipal/civic groups.
- Comfort working in both in-office and hybrid work environments.

Compensation

Salary Range: \$90,000 - \$105,000

Compensation will be commensurate with experience and includes a benefits package and 3 weeks vacation.

Term / Hours / Location

Permanent, full-time (40 hours/week) with a 6-month probationary period.

Hybrid Work Model: This is a hybrid role based out of Lionhearts Ottawa, with flexibility for remote work and regular in-person meetings and travel across all locations.

Why Join Us?

You'll be joining a passionate, mission-driven team that believes love is practical and transformational. If you're ready to help build something meaningful and grow alongside a growing organization, we want to hear from you.

To Apply

Please submit your resume and a brief cover letter to hiring@lionhearts.ca with the subject line **"Director of Philanthropy & Partnerships"**. Applications will be reviewed on a rolling basis until the position is filled. References will be requested from shortlisted candidates.

Application Process

Applications will be reviewed as they are received. We appreciate your interest; however, only shortlisted candidates will be contacted for an interview. Lionhearts is an equal opportunity employer and will not discriminate on the basis of sex, gender identity, faith, ethnicity, age, disability or other factors. If you require accommodation to make this application, or if selected for an interview, please contact hiring@lionhearts.ca. We thank all candidates for their interest, but we will only contact applicants who are selected for an interview.