

Executive Director

Reporting to the SVP, Commercial, the Executive Director is responsible for providing overall leadership and strategic direction for the OSEG Foundation, working closely with the Board of Directors to advance its growth and community impact. This role oversees strategy, operations, governance, and financial performance, while leading fundraising efforts and strengthening relationships across the community. The Executive Director also leads and develops the Foundation team to ensure the structure, capabilities, and culture are in place to achieve its mission and objectives.

This full-time, permanent role has an annual salary range of \$114,400 to \$148,800, with 100% employer-paid benefits. The final compensation will be determined based on the successful candidate's experience and qualifications. This is a replacement position and offers an on-site work arrangement.

What you'll do:

Strategic Leadership & Governance

- Partner with the Board of Directors to support effective governance, align on strategic priorities, and provide clear reporting on performance and impact.
- Execute and evolve the Foundation's strategic plan, strengthening focus, discipline, and measurable outcomes.
- Provide leadership and direction to all Foundation activities, aligned with OSEG's broader organizational priorities.
- Advise the SVP, Commercial, on Foundation strategy, opportunities, risks, and performance.
- Establish clear goals, metrics, and accountability frameworks to measure success.

Fund Development & Revenue Growth

- Design and deliver a comprehensive fundraising strategy across major gifts, corporate partnerships, foundations, annual giving, and events.
- Personally manage and cultivate relationships with top-tier donors, sponsors, and community leaders.
- Drive significant revenue growth through diversified fundraising strategies.
- Ensure strong donor stewardship, recognition, and engagement.
- Provide strategic direction and oversight to fundraising initiatives led by the Associate Director and team.

Community Impact Strategy

- Lead and oversee the Foundation's community impact strategy, ensuring alignment with mission, community needs, and organizational priorities.
- Set clear impact goals and success measures, ensuring programs deliver meaningful, measurable outcomes for youth.
- Oversee program and partnership evaluation, using data to inform decision-making and continuously strengthen impact.
- Champion a clear connection between fundraising and impact, linking donor investments to outcomes.
- Build and maintain relationships with community partners, schools, and organizations to expand reach and effectiveness.
- Provide strategic direction on the development and evolution of programs, identifying opportunities to deepen impact and respond to emerging community needs.

People Leadership & Organizational Development

- Lead, coach, and develop a team of full-time staff, fostering accountability, clarity, and collaboration.
- Assess team structure and capabilities, implementing changes to strengthen effectiveness and support growth.
- Promote a culture of ownership, adaptability, and continuous improvement.

Operations & Financial Oversight

- Oversee the day-to-day operations, ensuring efficiency, effectiveness, and alignment with strategic priorities.
- Manage the Foundation's budget, financial planning, and reporting, ensuring responsible stewardship resources.
- Ensure compliance with all regulatory, legal, and governance requirements.
- Evaluate and enhance operational processes to support growth and scalability.

Community Engagement

- Serve as the primary spokesperson and ambassador for the Foundation.
- Build and maintain strong relationships with donors, corporate partners, government stakeholders, and community organizations.
- Elevate the Foundation's profile through strategic communications, partnerships, and public engagement.
- Champion the Foundation's mission, inspiring support and engagement.

What's needed:

- Completion of a post-secondary degree in a related field or an equivalent combination of education and experience; an advanced degree is considered an asset.
- 10+ years of progressive leadership experience, including senior roles in fundraising, non-profit management, or a related field.
- Deep understanding of the local community landscape, with an appreciation for the role of sport in driving positive social outcomes for youth.
- Strong technical and strategic capabilities, including fundraising program design and execution, impact measurement, and translating strategy into actionable plans.
- Strong track record of driving sustainable revenue growth through diversified fundraising strategies and donor engagement.
- Proven people leadership experience, including building, developing, and evolving teams.
- Exceptional leadership and interpersonal skills, including the ability to build and develop high-performing teams, foster relationships with donors and stakeholders, and communicate effectively across diverse audiences.
- Availability to work evenings and weekends as needed.
- Bilingualism in English and French is considered an asset.

Why OSEG Foundation?

Founded in 2017 as the charitable arm of the Ottawa REDBLACKS and Ottawa 67's, the OSEG Foundation leverages the power of sport to help children and youth reach their fullest potential. The 50/50 raffle is held at each home-game for the REDBLACKS, 67's, Atlético, Blackjacks and other special events at TD Place. Revenue raised through charitable gaming is invested in positive youth development programs for children and youth facing barriers.

Located at Lansdowne Park, the Ottawa Sports and Entertainment Group (OSEG) is the largest sports and entertainment company in the capital. We are proud owners of the Ottawa REDBLACKS, and Ottawa 67's. We are also home to the Ottawa Charge, Atlético Ottawa, Ottawa Blackjacks, and Ottawa Rapid FC, and live events at TD Place. OSEG and its related Foundation were founded on the vision of its partners - to create year-round world-class guest experiences and give back to the Ottawa community.

OSEG Foundation is an advocate for equity, diversity, and inclusion and invites and encourages all candidates to apply for this role, including women, Indigenous peoples, members of racialized communities, persons with disabilities and persons of minority sexual orientations and gender identities. Additionally, we are happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance.

We appreciate the time and effort it takes to apply and thank all applicants for their interest. Our selection process utilizes AI to compliment application screening. We'll reach out to candidates whose applications best match the role's requirements.

[Please apply at TD Place Careers](#)