



Job Posting

Director, Relationship and Financial Development

YMCA Of Eastern Ontario

Employment Category: Full Time

Hours: Flexible work schedule requiring some evenings and weekends

Compensation: Commensurate with experience; includes competitive benefit package

Placement Date: January 2022

Our Mission:

The YMCA in Canada is dedicated to the growth of all persons in spirit, mind and body, and to their sense of responsibility to each other and to the global community.

Our Vision:

Our values are caring, honesty, respect, responsibility, and inclusiveness. These are central to our mission, guiding our behaviours, attitudes, and actions.

Nature & Scope:

Reporting directly to the CEO, the Director, Relationships and Financial Development inspires, guides, integrates and enhances strategic and coordinated fundraising strategies and programs. The Director expands and diversifies the Association's donor base and works closely with the CEO to strengthen the YMCAs reputation among donors, members, volunteers, organizational partners, other key stakeholders and the general public. The Director is also responsible for developing, documenting and implementing best practices for donor stewardship and gift/grant administration that strengthens the relationship of donors to the mission and vision of the YMCA. The Director provides leadership, mentoring and guidance in all fundraising activities, including individual donor asks, donor recognition, corporate relations, event management and sponsorships. As a member of the Executive Management Team, the Director oversees the Relationship and Financial Development team of staff and volunteers and engages the time and talent of all stakeholders across the Association toward fostering a culture of philanthropy and maximizing contributed revenue growth opportunities. This position may be designated as the staff representative on board committee(s) at the discretion of the CEO.

Responsibilities:

- Serve as a key member of the executive leadership team to continuously establish metrics, analyze and review current and future business activities and provide decision-making information. On a proactive basis, discusses and recommend best course of action to the CEO and the Executive Management Team.



- Develop strategies and tactics to drive fundraising opportunities and growth; create annual, quarterly and capital campaign fundraising plans to establish fundraising strategies, set goals and objectives, direct fundraising tactics and monitor fundraising productivity.
- Conduct and execute monthly reviews of fundraising achievements, monitor productivity and identify issues that require additional support to advance fundraising success and/or areas where course correction is required.
- Work closely with Director, Marketing and Communication to build greater visibility for the Association as a charity of choice through digital communications, social media and other cultivation tools.
- Partner with and support CEO, Board and Senior Leadership in advancing fundraising goals. Work closely with members of the Board to inspire greater participation in advancement efforts while capitalizing on board members resources, talents and networks.
- Develop and monitor retention and engagement strategies for current major donors, corporate sponsorships and government partners through personalized outreach and customized solutions.
- Identify new prospective corporate, community partnerships who are aligned to the YMCAs mission and strategy; develop and execute approaches to build relationships.
- Develop and implement a strategic plan for donor recognition and stewardship designed to be implemented routinely but also personalized, as required.
- Support culture change that derives from a new vision by cultivating principles of diversity, collaboration and cross-organizational communication.
- Ensure staffing of special events which may be outside normal work hours.
- Other duties as assigned.

Qualifications:

- Exhibit a commitment and passion for the mission and values of the YMCA, as well as our strategic vision, while also having the acumen and finesse to handle complex situations and multiple responsibilities, mixing long-term projects with the urgency of immediate demands.
- Possess integrity, exceptional judgment and communication skills.
- Exhibit the skills to collaborate with and achieve actionable results through others, the ability to build strong and sustainable relationships, and the capability to interact within all levels of the organization as well as with external partners.
- Minimum 10 years of professional experience in Fundraising/Development, event planning and research, with primary responsibility in all aspects of major giving and annual campaigns for non-profit organization. Minimum five years experience working with corporate sponsorships required.
- University Degree in or equivalent combination of related education and business experience.
- CFRE preferred.
- Proven track record identifying and cultivating donors, personal and group asks from individuals, corporate and communities; and firsthand experience building relationships and stewarding donors.
- Self-motivated with excellent problem solving and analytical skills.



- Proficient skills in MS Office Suite, specifically in: Word, Excel, and PowerPoint, as well financial reporting software.
- Flexibility in adapting to the growing and changing needs of a unified organization.
- Working knowledge of CRA policy and guidelines established for registered charities operating in Ontario and Canada.
- Working knowledge of Human Resource Management, Occupational Health and Safety, Employment Standards and Regulations.
- Ability to travel within region on regularly basis; across the province periodically. Valid Ontario Driver's License and access to a vehicle for work purposes.
- Criminal Reference Check (CPIC) including Vulnerable Sector Check completed not more than 120 days prior to interview, with results acceptable to the YMCA of Eastern Ontario.
- Proof of COVID-19 vaccination or a valid exemption as a condition of their employment.

Competencies:

- Leadership
- Agent for Change
- Results Focused
- Business Acumen
- Building Relationships

Please apply, in writing, with a résumé and cover letter by November 26, 2021 to:

Eric Bogstad

Director, People Development & Employee Wellness
YMCA of Eastern Ontario
100 Wright Crescent
Kingston, Ontario K7L 4T9
Tel: 613-546-2647
Email: eric.bogstad@eo.ymca.ca

We appreciate your interest in a career opportunity with the YMCA of Eastern Ontario. Please note that only those selected for an interview will be contacted. Candidates invited for an interview will be required to submit three professional references.

The YMCA of Eastern Ontario is committed to an environment that is barrier free. If you require accommodation during the hiring process, please inform us in advance so that we can arrange reasonable and appropriate accommodation. The YMCA of Eastern Ontario values the diversity of people and communities and is committed to excellence and inclusion in our Association

This position has been posted internally and externally.