



SickKids
VS[®]

Heal the FUTURE

At SickKids Foundation, we have a direct stake in the lives of children. Every day, we partner with SickKids Hospital to create a better future for every single patient. We're an organization devoted to the greater good, and we don't settle for less. Join us.



Help us create healthier futures as a

DIRECTOR, LEADERSHIP & LEGACY GIVING

ABOUT US

SickKids Foundation, with over 50 years of philanthropic impact in 2023, is Canada's largest charitable funder of child health research, learning and care, raising over \$200 million last year. As a national charity, SickKids Foundation invests in national and international initiatives to benefit children in Canada and around the world. As the fundraising partner to The Hospital for Sick Children (SickKids), we are aligned in supporting Precision Child Health (PCH), the future of tailoring medicine to each child's unique traits so SickKids can diagnose faster, treat smarter, and predict better.

We are driven by our core values of integrity, collaboration, excellence, innovation, and inclusion, with goals of delivering an unmatched donor experience, investing in our people and culture, driving innovative and sustainable fundraising, and leading in digital charity.

SickKids Foundation is committed to an inclusive culture by embedding equity, diversity and inclusion in everything we do. We aim to build awareness and skills in this area, both internally and with our partners. Our commitment extends to creating a safe, positive work environment. For details on our Equity, Diversity & Inclusion commitment, [please click here.](#)

We're committed to attracting and retaining passionate individuals to help create a healthier future. That's why SickKids Foundation is looking for a new Director, Leadership & Legacy Giving.

Position Status: Permanent Full-Time

Available: Immediately

Description of the Position:

In an exciting new role at SickKids Foundation, the Director, Leadership & Legacy Giving will bring together two critical fundraising teams and provide overall leadership and management for the Foundation's leadership giving and legacy supporters. This includes overseeing the strategies and activities designed to engage, cultivate, solicit and acknowledge donors through the life cycle of giving. The successful candidate will be an internal champion for the development of a greater literacy for Foundation staff around legacy giving vehicles, opportunities and strategies that can be integrated into relationship management with donors, while being a consummate relationship builder and a strong advocate for the importance of philanthropic support for the Hospital for Sick Children. The Director, Leadership & Legacy Giving reports to the Vice President, Philanthropy.

You will:

- Lead the development and implementation of an overall strategy to bring together two teams to enhance the leadership and legacy giving program (focused on annual giving of \$10,000.00 – \$100,000.00) and legacy giving vehicles, this will include unit revenue targets and expenditures, future gift expectancies and annual and multi-year revenue goals
- Collaborate with the Director, Segment & Product Marketing to increase the marketing, promotion, and lead generation for leadership and legacy support
- Build a robust future growth strategy for leadership giving supporters and integrate legacy giving fundraising initiatives across all relationship-managed supporters at SickKids Foundation
- Develop and lead strategies to engage advisory professionals throughout the GTA and beyond to enhance SickKids profile with them as they advise clients
- Foster and ensure internal integration with the Philanthropy team to create blended gift asks (in-life and future gift expectancies) and accelerate gifts where possible
- Collaborate effectively with colleagues across the Foundation, working closely with the Development team to ensure an integrated approach to fundraising that maximizes both current and future contributions from donors and their estates
- Oversee the management of estates in progress with the support of the Estates Officer, Legal Council and where necessary liaise with Estate executors, Estate advisors and family members
- Responsible for team budget and performance management decisions, including staffing, goal setting, and performance reviews to develop talent and motivate results
- Ensure the donor management system is fully utilized to effectively enter, track and retrieve estate and gift planning information; knowledge of Blackbaud will be considered an asset
- Monitor and evolve standard reporting systems for monitoring gift expectancies and

realizations

Qualifications:

While we know that for any job posting no one candidate will possess the qualifications being sought in equal measure, below is an outline of the qualifications we believe are important for a candidate to bring to the position or for the successful candidate to develop while in the role:

- University degree with 4+ years experience at a management level role within the advancement field, preferably in a Senior Legacy Giving role with strong relationship management skills
- Experience with a broad range of fundraising practices, and able to deliver on high expectations of integration and collaboration
- Ability to think at a high level about Hospital and Foundation priorities in order to strategically and proactively, managing competing priorities
- Strong understanding of estate and trust law, financial and tax planning, and all types of planned gifts
- Strong understanding and awareness of legislative, technical and regulatory developments as they relate to gift planning
- Experience in developing, managing, and growing a cohesive program
- Proven track record as a skilled manager in an advancement environment
- Ability to develop clear accountabilities and areas of expertise within the staff team
- Excellent donor and volunteer relations skills, with a keen sense of diplomacy
- Skilled at interacting with donors, their families, and their advisors
- Strong client- or donor-centred mindset
- Willingness and ability to aggressively pursue targets for new planned gifts
- Experience in utilizing advisor networks strategically to help advisors cultivate philanthropy with their own clients, and to accelerate their giving
- Experience working as member of a senior management team
- Superior writing, communications and storytelling skills

We're looking for a passionate individual who is interested in moving the dial and making a difference. We are an environment that looks to attract hardworking and committed people; people who want to challenge themselves and grow with a globally recognized brand that continues to change the world. If this describes you, consider joining our team. We look forward to reviewing your application.

Total Compensation Package:

Hiring Salary Range: \$131,452.00 – \$164,315.00; with the ability to progress to a maximum of \$188,963.00. To ensure fair and equitable pay at SickKids Foundation, placement on the salary range will be based on your years of experience, skills, and qualifications relevant to the Director,

Leadership & Legacy Giving.

To help you lead in the fight for kids' health and to support your health, wellness, and career growth, in addition to competitive compensation, we offer a comprehensive benefit package (includes a flex benefit plan), tuition reimbursement, flexible work arrangements, pension plan and birth parent/parental top up – to name a few!

Hours: 35-hour work week, flexible work options available

Date Posted: November 8, 2024

Available: Internal and External Candidates

Deadline: November 22, 2024

Please apply on-line by visiting our website: www.sickkidsfoundation.com

SickKids Foundation is committed to its people and the talents, capabilities, and perspectives they bring to our mission. We live that commitment by being open and accessible to all, by valuing and respecting every individual, and by equally supporting every employee. As an organization proud to have joined the BlackNorth Initiative's CEO pledge, we uphold our commitment by inviting and encouraging individuals from diverse lived experiences from Black, Indigenous, communities of colour, people with disabilities, 2SLBTQIA+ community and all candidates who may contribute to the further diversification of the Foundation's community.

Candidates who require accommodation during the recruitment process should contact the Human Resources Department at: HR@sickkidsfoundation.com