

SickKidsFoundation



BeingOrdinary

# WE'RE NOT LOOKING FOR ORDINARY. WE'RE LOOKING FOR YOU.

At SickKids Foundation, we do the extraordinary everyday. That's because we have a direct stake in the lives of children. Our job is funding the fight at SickKids; our mission is to make every kid a healthy kid, here and around the world. We are an organization devoted to the greater good, so we don't settle for less. If you are far from ordinary, join us.



# SICKKIDS FOUNDATION IS ON THE HUNT FOR AN EXTRAORDINARY ASSOCIATE DIRECTOR, GIFT AND ESTATE PLANNING

## ABOUT US:

SickKids Foundation leads the fight for The Hospital for Sick Children (SickKids), one of the world's foremost paediatric health-care institutions. Founded in 1972, SickKids Foundation is the largest charitable funder of child health research, learning and care in Canada. As a national charity, SickKids Foundation also invests in national and international initiatives to benefit children in Canada and around the world. Philanthropy is a critical source of funding for SickKids.

SickKids Foundation is committed to creating an inclusive culture where expressing your authentic self is celebrated. This includes embedding diversity and inclusion in our policies, practices, and behaviours, to build skills, knowledge and awareness of diversity and inclusion across the Foundation and with our external partners. The Foundation is committed to fostering a safe, accessible, and positive working environment.

For further information on SickKids Foundation's commitment to Diversity & Inclusion [click here to read our Diversity & Inclusion Policy and Commitment statement.](#)

Thanks to our donors, in the fiscal year that ended March 31, 2021, SickKids Foundation raised \$206 million in child health research, learning and care. We're winning, because every day we continue to fight, and we're committed to attracting to our team other passionate individuals who will contribute to our goal of making every kid a healthy kid. It is within this context that SickKids Foundation welcomes applications for the role of Associate Director, Gift and Estate Planning.



**POSITION STATUS:** Temporary Full-time (15-month contract to backfill a parental leave)

**AVAILABLE:** September 2022

**DESCRIPTION OF THE POSITION:**

We are seeking an enthusiastic, forward-thinking and experienced fundraiser who will work as part of our team to support an ambitious fundraising agenda. The Associate Director, Gift and Estate Planning will support the strategic direction for the Foundation's Gift and Estate Planning program, build internal gift planning competency and capacity, and meaningfully integrate activities across all fundraising programs.

Reporting to the Director, Gift & Estate Planning, the Associate Director will develop and implement annual and long-range strategic plans to cultivate, solicit and steward donors, prospects and professional advisors. The Associate Director will manage a small team, build and execute strategies to engage various donor groups; and be a passionate ambassador for the Hospital for Sick Children.

**YOU WILL:**

- Actively manage a portfolio of current and prospective donors and provide ongoing relationship management;
- Provide leadership and support to a team of direct reports;
- Play a key role in the development of the annual business plan and overall budget for the program;
- Develop an integrated strategy, including donor segmentation, to outline a holistic plan for the Gift and Estate Planning program;
- Lead the strategy for the development and integration of marketing plans, donor communications, and creation of net new materials;
- Develop program to engage professional advisors to increase their understanding of SickKids, encourage their partnership in sharing and/or developing expertise about charitable giving vehicles, and to encourage their support and advocacy for SickKids Foundation;
- Build internal gift planning competency and capacity across the Foundation and assist in the development of new strategies;
- Work with the other Foundation teams to identify and implement donor migration strategies from their portfolios to the Gift and Estate Planning program, and vice versa;
- Maintain and update donor records to ensure data integrity.



## 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:

- A bachelor's degree or higher;
- A minimum of five years of fundraising experience, preferably in gift planning;
- A proven track record as an exceptional fundraiser;
- An expert knowledge of planned giving vehicles and relevant tax provisions;
- Ability to build new and long-term relationships with prospects, donors and senior level volunteers;
- Ability to think strategically and work independently in directing new initiatives or enhancing existing programs;
- Ability to articulate the importance of pediatric healthcare in its three facets: clinical, education and research;
- Ability to lead a team and work collaboratively;
- Creative, resourceful, cost-efficient and intuitively driven;
- Exceptional organization skills and ability to manage multiple projects within tightly prescribed timelines;
- Superior verbal and written communication skills, including public speaking;
- Excellent computer skills (Microsoft Office); and experience with data management systems (Blackbaud CRM).

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 are looking 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: \$94,962 - \$118,702;** with the ability to progress to a maximum of **\$139,475** 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 **Associate Director, Gift and Estate Planning** position.

To help you lead in the fight for kid's health and to support your health, wellness, and career growth, in addition to competitive compensation, we offer a modified benefit package, and flexible work arrangements.

**HOURS:** 35-hour work week, flexible work options available

**DATE POSTED:** June 22, 2022

**AVAILABLE TO:** Internal and External Candidates

**DEADLINE:** July 8, 2022

### **PLEASE SUBMIT YOUR COVER LETTER AND RESUME TO:**

Please apply on-line by visiting our website: [www.sickkidsfoundation.com](http://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, 2SLBTOQA+ 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](mailto:HR@sickkidsfoundation.com)

