



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 an
**ASSOCIATE 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 Associate Director, Leadership & Legacy Giving.

Position Status: Permanent Full-Time

Available: Immediately

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, Leadership & Legacy Giving will support the strategic direction for the Foundation's Leadership & Legacy Giving program, build internal gift planning competency and capacity, and meaningfully integrate activities across all fundraising programs.

Reporting to the Director, Leadership & Legacy Giving, the Associate Director will develop and implement annual and long-range strategic plans to cultivate, solicit and steward donors, prospects and professional advisors. This Associate Director role will be focused on the Legacy Giving portfolio. They will manage a small team, build and manage 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, providing ongoing cultivation, solicitation and stewardship
- Complete donor calls and visits to cultivate, steward and provide ongoing relationship management to donors
- Serve as the subject matter expert on complex gifts and the life insurance portfolio, including assessing potential new gifts, collaborating with donors and advisor teams, and ensuring the ongoing maintenance of complex gifts
- Navigate complex, non-routine and high-value gift opportunities with sound judgment, creativity and strategic problem-solving
- Confidently assess and pursue new and emerging gift opportunities, even where precedent or established process may not exist, bringing forward thoughtful recommendations and solutions
- Maintain and update donor records to ensure data integrity and informed relationship management
- Develop and implement annual and long-range strategic plans to grow and strengthen the Legacy portfolio
- Play a key role in the development of the annual business plan and overall budget for the program
- Build and manage strategies to engage various donor groups and drive donor migration across fundraising programs
- Work closely with Marketing on the strategy and development of leadership and legacy lead-generation initiatives, donor communications, and new materials
- Identify and implement cross-promotion opportunities with Foundation teams to integrate

planned giving touchpoints across broader donor engagement efforts

- Develop and execute strategies to engage professional advisors, increasing their understanding of SickKids and the value of incorporating philanthropy into their practice
- Build expertise and awareness of charitable giving vehicles within the advisor community to encourage advocacy and support for SickKids Foundation
- Manage engagement and relationships with senior volunteer groups, including the Professional Advisors Council and overseeing their quarterly meetings
- Provide leadership, mentorship and support to a team of direct reports
- Build internal gift planning competency and capacity across the Foundation and assist in developing new strategies and approaches
- Collaborate with Major Gifts, Annual Giving, Stewardship & Donor Relations, Business Intelligence and Brand Marketing to integrate legacy giving into campaign and donor
- Serve as a passionate ambassador for SickKids Foundation and participate as a sector leader

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 or other advance post-secondary education
- 5+ years of fundraising experience, preferably in gift planning
- Proven track record as an exceptional fundraiser
- 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
- Strong follow-through on tasks and responsibilities
- Ability to articulate the importance of pediatric healthcare in its three facets: clinical, education and research
- Proven ability to navigate complex challenges and gifts by leveraging professional expertise, consulting with advisors, utilizing networks, and conducting independent research to develop effective solutions in situations without clear path forward
- Ability to mentor and manage staff, lead by example and work collaboratively
- Demonstrated emotional intelligence, executive presence and strong interpersonal skills, with the ability to influence, negotiate and build trust with high-net-worth donors, professional advisors and senior volunteers
- Positive attitude and enthusiasm for the role
- Creative, resourceful, cost-efficient and intuitively driven
- Exceptional organization skills and ability to manage multiple projects within tightly prescribed timelines
- Superior verbal, written and storytelling skills

- Excellent computer skills (Microsoft 365); 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 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: \$99,297.00 – \$124,121.00; with the ability to progress to a maximum of \$142,739.00. 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 Associate 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: Hybrid work model: minimum two days per week in-office (Tuesday and Wednesday).

Date Posted: February 26, 2025

Available: Internal and External Candidates

Deadline: March 12, 2026

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