

Effect Hope



Opportunity Profile

DIRECTOR OF DEVELOPMENT
EFFECT HOPE

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Effect Hope is looking for a relational fundraising executive and networker to join their team as Director of Development.

The Director of Development provides visionary and collaborative leadership to Effect Hope's fundraising program in support of the mission to bring hope and restoration to people affected by neglected tropical diseases.

The Director of Development is responsible for the oversight, proactive planning, and successful execution of a comprehensive fundraising program, and to position Effect Hope for future success, growth, and sustainability. The Director of Development reports to the CEO and serves as a member of the leadership team. The Director of Development plays a key leadership role in ensuring that Effect Hope fulfills its mission, ensures a values-based organizational culture, and accomplishes its financial goals. The Director of Development will collaborate to design a team and organizational resources to take Effect Hope to its next evolution of growth and expansion.

If you are a leader and fundraising professional who is committed to Effect Hope's mission and vision, and are passionate about developing people and motivating a team towards success, we would love to connect with you!





WHO WE ARE

Effect Hope is a Canadian Christian global health organization with more than 130 years of experience serving people affected by neglected tropical diseases in south Asia and Africa. Today, more than 1.6 billion people globally are impacted by neglected tropical diseases.

We partner with others to deliver programs that strengthen healthcare systems and improve access to resources for marginalized people. Partners include other global health organizations, local governments, and community leaders.

Together, we provide resources and develop impactful programs that help people overcome the effects of disease, disability, and discrimination. By doing so, we can increase people's capacity to regain their independence and reverse the cycle of extreme poverty. Our programs include:

- Early detection of disease – we go door-to-door in remote communities to detect diseases
- Early diagnosis and treatment to help prevent disabilities
- Corrective surgeries for severe disabilities
- Physiotherapy to restore the use of limbs
- Self-care programs to prevent disease complications
- Community-based mental health programs
- Health education and awareness campaigns to reduce discrimination
- Research and development of new treatments and vaccines

We believe that all God's children deserve good health, social wellness, and to live life with dignity. Everyone should have hope for the future. These universal needs are for all people, regardless of their religious beliefs, age, gender, or socio-economic status. At Effect Hope, we support health and wellness for the people we serve, while respecting their desire for independence and self-sufficiency.



OUR MISSION

As followers of Jesus, we partner with others to bring hope and restoration to people affected by neglected tropical diseases like leprosy.

OUR VISION

A world where people overcome neglected tropical diseases like leprosy — a world full of hope.

KEY RESPONSIBILITIES

- Participate as an active member of the leadership team with an ability to contribute to the development of organizational strategy, execution, and culture.
- Design and implement a comprehensive multi-year fundraising plan that supports the growth and priorities of Effect Hope, including annual plans, strategies, and budgets.
- Manage and grow a portfolio of donors capable of contributing \$10,000-\$500,000 annually.
- Network to grow Effect Hope's presence in prospective major donor circles.
- Create and manage a major donor prospect pipeline from various sources.
- Recruit, develop, and lead a team of fundraisers to accomplish organizational goals.





- Grow overall donations (excluding legacy) from approximately \$4 million to \$8 million in the next 4-5 years to support Effect Hope's overall growth strategy.
- Work closely with the CEO and/or the Director of Communications & Marketing to develop synergistic and effective fundraising strategies.
- Establish and grow a planned giving program.
- Stay abreast of Effect Hope's program developments and global health trends.
- Ensure compelling stewardship for major gift donors.
- Lead and manage a diverse team, overseeing hiring, performance management, and professional development, while effectively coordinating multiple projects in a high-paced environment.
- Build relationships with colleagues, donors, volunteers, and the board of directors.
- Report key fundraising metrics, outcomes, and activities regularly to the CEO.

QUALIFICATIONS

- Executive-level leadership experience and/or a readiness to immediately participate on the leadership team to contribute to organizational strategy, execution, and culture.
- At least 10 years of fundraising experience with a proven track record in acquiring major gifts.
- Willingness/ability to travel locally, nationally, and internationally.
- A bachelor's degree in a related field, required. A CFRE designation, preferred.
- Experience with a faith-based or international development organization, an asset.
- Strongly resonates and aligns with the mission and vision of Effect Hope, and able to confidently communicate across Christian faith traditions.
- Success in fundraising for a large nonprofit, and fundraising from multiple donor channels.
- Experience in planning, leading, and managing development projects, and overseeing a fundraising program.
- Entrepreneurial spirit and initiative to deepen and forge new donor relationships.
- Skilled in creating powerful fundraising communications.
- Demonstrated experience in proposals, grant writing, and donor reporting.
- Strong inclination to collaborate across departments.
- Excellent communication and interpersonal skills, and self-awareness.
- A global worldview.
- An existing network of prospective donors, an asset.

QUALIFICATIONS CONT.

- Expert hands-on knowledge of Raisers' Edge NXT, or an equivalent software.
- Leadership skills that are grounded in a high-level of self awareness and knowledge of what it takes to inspire and motivate teams to work through challenges and accomplish results.
- Relational skills to expand networks by building both internal and external relationships to gain valuable insight and/or support for priorities.
- Passion for Effect Hope's calling with the ability to adapt and lead change to accomplish the mission. Willing to commit to Effect Hope's mission and vision.
- Proven critical thinking and data driven decision making skills to navigate ambiguities and validate decisions in the face of complexity and unexpected challenges.
- An understanding of the changing philanthropic landscape in Canada, and how that might impact Effect Hope.

OUR SEARCH TEAM



shawn@nelsonandkraft.com
604.614.2665

SHAWN PLUMMER LEADING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.



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778.982.4427

MARK KRAFT SUPPORTING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



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613.355.1412

MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Remote in Ontario

Application Deadline: August 9, 2024

Short List Interviews: August 2024

Start Date: TBD

Salary Range: \$90,000-\$110,000

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

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Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.