



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce Canadian Indigenous Job Seekers to a new approach to job searching. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Canadian Indigenous Peoples with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

17 – 2595 Main Street

Winnipeg, MB R2V 4W3

Subsidiary Offices:

Kenora • Midland • Ottawa • London • Sandy Lake • Winnipeg

Job Board Posting



Careers.Indigenous.Link

Date Printed: 2020/08/07

Director, Individual Giving

Job ID	B5-D3-DB-3F-6E-B6	
Web Address	https://careers.indigenous.link/viewjob?jobname=B5-D3-DB-3F-6E-B6	
Company	Indspire	
Location	Toronto, Ontario	
Date Posted	From: 2019-11-27	To: 2020-01-26
Job	Type: Full-time	Category: Office
Languages	English	

Description

THE OPPORTUNITY

Indspire is seeking a fundraiser for the role of Director, Individual Giving to support the continued expansion of our dynamic national Indigenous charity. This is a very exciting time for a fundraiser to join Indspire due to the high profile of Indigenous issues in Canada, our unique value proposition; and the incredible impact of the compelling work we do with Indigenous youth.

Energized by a bold new purpose – within a generation every Indigenous student will graduate – Indspire invests in the education of Indigenous people for the long-term benefit of individuals, their families, communities, and Canada. With the support of our funding partners, Indspire disburses financial awards, delivers programs, and shares resources with the goal of improving educational outcomes for First Nations, Inuit and Métis students. Indspire is the largest funder of Indigenous post-secondary education outside the federal government. A robust giving program of corporate, foundation, government and individual donors makes Indspire programs and events possible. Since inception we have provided over \$115 million in financial support to more than 37,500 First Nations, Inuit and Métis students. The results confirm that Indspire is thriving, meeting its goals, and helping thousands of Indigenous students complete their high school and post-secondary education and embark on a rewarding career.

Reporting to the Vice-President, Development and leading a team of four, the Director will be responsible for overall cultivation, stewardship and growth of \$3M in revenue from a growing list of 12,000 individuals. The Director will also contribute to the strategic growth of the organization's \$13M annual campaign to support Indspire programs.

Working collaboratively with staff at our Toronto and Six Nations offices, the Director will reflect Indigenous values and espouse cultural competence as they work to bring the vision of Indspire to donors. They will build meaningful relationships and secure immediate and long-term philanthropic support in a manner that acknowledges the reciprocity of the Indspire giving relationship.

This full-time position is located in the downtown Toronto office at 555 Richmond St. West.

ABOUT INDSPIRE

Founded in 1985, Indspire educates, connects and invests in Indigenous people so they can achieve their highest potential. In partnership with Indigenous, private and public sector

stakeholders, our vision is to enrich Canada through Indigenous education and by inspiring Indigenous achievement through our programs and events.

Indspire Programs & Events:

- * Building Brighter Futures: Scholarships, Bursaries & Awards: In 2018-19, Indspire awarded \$16.3 million through 5,553 bursaries and scholarships to First Nations, Inuit, and Métis youth.
- * Indspire Awards: The Indspire Awards represent the highest honour the Indigenous community bestows upon its own people. After 26 years, this nationally broadcast ceremony has honoured 362 First Nations, Inuit, and Métis individuals for outstanding achievement in their fields.
- * Rivers to Success: Mentoring Indigenous Students: Group, one-on-one and cultural resources support students from high school through to transitioning into their careers.
- * National Gathering for Indigenous Education: An annual conference that brings together more than 700 educators interested in improving the educational outcomes of K-12 Indigenous students.
- * Soaring: Indigenous Youth Empowerment Gathering: An annual two-day national empowerment gathering for Indigenous high school students.
- * Guiding the Journey – Indigenous Educator Awards: The annual Indigenous educator awards that recognize outstanding contributions to community-based education and also honour the principles of Indigenous knowledge.
- * Research & Impact: With the largest repository of data about the education experience of First Nations, Inuit and Métis learners, Indspire's research will support the development of programs and policies that lead to greater student success.
- * A Feast in the Forest: This new event that raises funds for Indspire's programs will feature inspiring moments and incredible entertainment.

ADDITIONAL INFORMATION

Our charity has also been recognized for its program impact and financial efficiency by:

- Macleans' as a Top 100 Charity in 2019;
- Top 10 Canadian Impact Charity in 2018 and 2019
- Charity Intelligence in 2017 and 2018, rated a four-star top ten charity.

Indspire has 45 staff located in Toronto, Six Nations and Ottawa. The fundraising and marketing & communications staff teams are located in the Toronto office.

Indspire Impact Reports

2018/2019 Annual Report

2018/2019 Financial Statements

Indspire In the News

Indspire - Ways to Give

Thank You from Recipients

IDEAL CANDIDATE

The new Director, Individual Giving will be a confident and experienced fundraiser possessing passion and commitment to reconciliation in Canada. The ideal candidate will bring a high level of cultural competence, an understanding of the Indigenous landscape and the reciprocity that is at the heart of the donor relationship.

Curious and tenacious, the new Director will combine their knowledge of Indspire programs and their authenticity to secure revenue from individual donors who are seeking opportunities to support reconciliation and become part of this exciting chapter in Canada's history.

An experienced development professional with demonstrated success closing gifts, the successful

candidate will effectively leverage our unique value proposition and market share to exponentially increase revenue. The new Director will provide tactical oversight of all annual giving revenue streams with a focus on building leadership, major and planned gifts. Sharing a fresh perspective and incorporating knowledge of major gift fundraising, data mining and digital strategies, the ideal candidate will survey our landscape of 12,000 donors and take individual giving to the next level. Strategically identifying new opportunities for growth, the new incumbent will also solidify donor engagement through the implementation of enhanced cultivation and stewardship activities. Possessing a solid understanding of the complexity and changing dynamic of Indigenous issues, the successful candidate “walks the talk” and knows that true empathy requires a high level of introspection and cultural awareness that is not learned from books. Equipped with this awareness, the new Director is able to navigate complex environments and geographic locations to build successful relationships across the organization and create efficiencies which will improve internal processes and the overall donor experience.

Mature and adept at navigating interpersonal dynamics, the ideal candidate exceeds standards and is energized working in a fast paced environment. Compassionate and open-minded, the new Director is collaborative and highly adept at building successful relationships with senior leadership, peers and direct reports. The Director will work in a manner that values and supports others and demonstrates appreciation for an environment that prioritizes peer support to meet common organizational goals.

An empathic coach and mentor, the ideal candidate will rally and motivate the Individual Giving team to reach their full potential. Functioning as a high-level manager of people and projects, the successful candidate will support the team to take ownership of their roles and develop their growth to meet enhanced revenue outcomes.

KEY DUTIES AND RESPONSIBILITIES

- Develop, execute and provide strategic oversight for all annual giving revenue programs and initiatives aimed at engaging individual donors (annual/monthly giving, direct response, tele-fundraising, special events, family campaigns, etc.) with the overarching goal of developing leadership, major and planned gifts.
- Lead prospect research to identify and qualify potential major gifts (\$25k+) and leadership giving donors (\$1,000 to \$9,999) as well as cultivation and solicitation of prospects in keeping with Indspire's priorities and fundraising strategies.
- Maintain a portfolio of approximately 100 major gift prospects to cultivate, solicit and steward.
- Oversee the administration of Raiser's Edge NXT and ensure that it's being fully used to efficiently and productively manage all supporter data and communications.
- Ensure systems are in place to provide acknowledgement, recognition, reporting, and effective communication for major gift donors and prospects.
- Create, develop and coordinate a variety of cultivation and stewardship programs to engage volunteers and donors in Indspire programs to ensure their support.
- Manage Individual Giving staff team (Senior Development Officers, Development Coordinator and Development Assistant) to ensure successful execution of fundraising and stewardship strategies, programs and to maximize revenue.
- Develop team goals and KPIs and provide regular and annual performance reviews for direct reports.
- Create donor communications materials in collaboration with Marketing and Communications

including customized funding proposals/packages, gift agreements, case for support documents, solicitation briefing notes, newsletters, stewardship reports, presentations, online content and other fundraising materials as required.

- Lead the deployment of research, software and digital tools to create reports and analyze results to identify tactics to maximize individual giving revenue.
- Develop and provide oversight of Individual Giving budget, with support of department budget, to ensure relevant goals are met.
- Develop and implement relevant, innovative online revenue streams and communication and donor engagement activities.
- Provide support at fundraising events and on fundraising projects as required.
- Attend meetings and events as appropriate to promote Indspire to donors and prospects.

QUALIFICATIONS AND COMPETENCIES

- Progressive experience and demonstrated success fundraising in the not-for-profit sector with a focus on individual giving (direct response/marketing, leadership giving, major gifts and planned giving).
- Passion for Indspire mission with a deep understanding of Indigenous reconciliation in Canada.
- Experience building and managing successful staff teams.
- Exceptional written and oral communication skills along with a high level of diplomacy and EQ.
- Strong relationship management skills with the ability to communicate effectively with a diverse group of donors, volunteers and other stakeholders.
- Highly organized with the ability to multitask and manage various projects, deadlines and priorities.
- Excellent knowledge of CRA guidelines regarding charitable giving and tax receipting.
- Computer literate with the ability to work effectively with fundraising software to drive results.
- Demonstrated high ethical standards and able to work with sensitive information in a confidential manner.
- Post-secondary degree and/or equivalent experience.
- Demonstrated openness to learning and willingness to engage in cultural competency training.
- Working towards or having attained CFRE is an asset.
- Ability to work in Canada's other official language is an asset.
- Willingness to travel between Six Nations and Toronto offices as required.
- Must be able to work occasional evening and weekends and be willing to travel within Canada.

Other

We are an Indigenous organization whose mandate is to promote opportunities for Indigenous people. We encourage applications from qualified First Nations, Inuit and Métis people. We also welcome other candidates who possess a high level of cultural competence and understanding of Indigenous issues. Only those candidates selected for an interview will be contacted. To learn more about Indspire, visit indspire.ca.

How to Apply

KCI (Ketchum Canada Inc.) has been retained to conduct this search on behalf of Indspire. For more information about this opportunity, please contact Samantha David, Senior Search Consultant KCI Search + Talent by email at Indspire@kcitalent.com.

All inquiries and applications will be held in strict confidence. To apply, please send a resume and letter of interest, to the email address listed above by January 9, 2020. Please note qualified candidates will be interviewed on an ongoing basis.

To view the full Executive Brief, please visit: www.kcitalent.com