



Covenant
FOUNDATION

OPPORTUNITY PROFILE
Director, Development

ABOUT COVENANT FOUNDATION

Covenant Foundation proudly supports Covenant Health, Covenant Care and Covenant Living and their more than 155-year legacy of healing the body, enriching the mind, and nurturing the soul, by raising funds to help support leading-edge programs and services, research and education, and state-of-the-art equipment at [21 Covenant facilities across Alberta](#).



Covenant Foundation partners with the community to invest in transforming health care and to help create vibrant communities of health and healing. As a Catholic organization, we are committed to serving people of all faiths, cultures and circumstances according to our values of **Respect, Transparency, Collaboration, Impact, Integrity and Stewardship**.

We are proud to be one of the leading health care foundations in Alberta, with our contributions aiding significant enhancements to Covenant facilities, equipment, and programs. To learn more about these enhancements and accomplishments, please visit our [What We Do](#) page.

Visit www.covenantfoundation.ca to learn more.

THE OPPORTUNITY

The Director, Development serves as the principal fundraising officer for Covenant Foundation. They are responsible for the oversight, planning and implementation of a comprehensive fundraising program that secures significant financial resources from individuals, foundations, corporations, and others to support the Foundation's purpose.

Reporting to the CEO, the Director, Development will serve as a member of the Senior Leadership Team, working closely with staff, Covenant Health/Care/Living and external/internal groups to lead and oversee all Major Gift activities for Covenant Foundation. They will work with leadership to establish fundraising goals and is accountable for all activities that contribute to reaching established targets. The Director, Development also manages a personal portfolio of prospects, and guides and supports Foundation staff, the CEO and Board in their fundraising work.

Responsible for a team of fundraising professionals, the Director, Development is accountable for providing strategic leadership, and the activities associated with the design, organization, implementation, and evaluation of all aspects of individual mid-level and major giving, corporate gifts, planned gifts, and grants.

Key Roles & Responsibilities

Strategic Planning and Leadership

- Contribute to the management of Covenant Foundation by serving as a member of the Senior Leadership Team to develop, deliver and evaluate a successful, integrated Major Gifts program that supports the fundraising priorities of the Foundation and Covenant family.
- Participate in the strategic planning process and in the establishment of fundraising priorities and goals.
- Develop and execute fund development plans and strategies for fundraising activities and programs, including major, and planned giving initiatives, and grants.

- Developing and implementing cause marketing in collaboration with the Director, Annual Giving and Stewardship.
- In partnership with the Director of Brand Strategy & Communications, build resources and tools to support the major gift team in telling the Covenant Foundation story.
- Lead the development and implementation of specific campaigns as required.
- Introduce and maintain effective reporting tools to measure the success of various development strategies, programs, initiatives, and activities.
- In Partnership with the Director of Annual Giving & Stewardship, ensure plans are in place for meaningful, personalized stewardship of all gifts and donors.
- Work in conjunction with all Foundation staff to ensure fundraising strategies are integrated effectively across the organization.
- Monitor external industry knowledge, trends and opportunities in order to respond to changes in the philanthropic environment.

Revenue Generation

- Identify, cultivate, solicit, and steward a portfolio of mid-level and major gift donors, and new prospects to raise new, and incremental revenue.
- Translate the interest of potential donors or stakeholders into attractive opportunities for the Foundation.
- Provide innovative leadership and a willingness to explore revenue generation opportunities.
- Work with the CEO to engage the Board of Directors, and other senior volunteers, as appropriate, to play an active role in fundraising, including identification, cultivation, and solicitation of gifts.
- Work with the CEO to develop and introduce new fundraising strategies based on industry trends and opportunities.

Financial and Supervisory Responsibility

- Provide support and direction to the Development team through hiring, training, and coaching.
- Ensure timely and consistent use of technology and tools for prospect, donor, and foundation partner records.
- In partnership with the CEO, develop methodology, metrics, and targets to track the performance of the Development team.
- Develop and administer the Major Gifts budget.
- In partnership with members of Senior Leadership Team, contribute to a comprehensive risk management strategy.

Communication & Interpersonal Skills

- High emotional intelligence, with the ability to influence others and promote the Foundation's purpose and outcomes through storytelling and connection.
- Superb communication and presentation skills.

- Comfortable dealing with high-net-worth individuals, corporations and community influencers to leverage relationships that benefit the Foundation's mandate.
- Ability to work under pressure while motivating the team to overachieve on goals.

THE PERSON

Qualifications & Education Requirements

- Post-secondary education is required. University degree is preferred.
- Involvement in a Professional association and CFRE designation are assets.
- Experience working for a healthcare related organization is an asset.
- Significant progressive experience in professional fundraising, ideally culminating in a senior leadership role.
- A minimum of 5 years' recent experience directing and supporting staff, including fundraising professionals.
- Demonstrated experience and success in major giving and planned giving.
- Experience with Moves Management programs and the effective use of a relational donor database.
- Experience in multi-year strategic planning, financial budgeting, budget implementation and revenue forecasting.
- Results driven with demonstrated experience in leading a team through change.
- Exceptional interpersonal skills.
- Outstanding verbal communication and presentation skills.
- Experience working for a healthcare foundation is an asset.
- Understanding of and commitment to the Covenant Foundation/Covenant family mission, vision, and values.
- Ability to make strategic decisions based on analysis, wisdom, experience, and judgment.
- Maintains confidentiality of donor information.
- Ability to build new and long-term relationships with prospects, donors, sponsors and senior-level volunteers.
- Persuasive, articulate and has good judgment.
- Self-directed, with excellent organizational, problem-solving, and time-management skills.
- Strong collaboration/negotiation skills; ability to bring people to joint decisions in an effective manner.
- Understanding of fundraising measurement, metrics, and evaluation.
- Superior understanding of charitable fundraising law and requirements.

COMPENSATION

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

TO APPLY

For more details or to further explore this strategic leadership opportunity, please contact:

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To apply, please submit a Cover Letter and Resume directly to edmonton@leadersinternational.com outlining your interest, qualifications and experience.