



Associate Vice-President, Development



Fondation
Hôpital
Général
Juif

Jewish
General
Hospital
Foundation





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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of the Jewish General Hospital Foundation. For more information about this opportunity, please contact Sylvie Battisti, Senior Vice President, KCI Search + Talent by email at JGHF@kcitalent.com.

All inquiries and applications will be held in strict confidence. Interested candidates should send resume and letter of interest to the email address listed above by **February 14, 2024.**

Compensation: The hiring salary range for this position is \$160,000 - \$175,000 based on experience; a comprehensive suite of benefits is also provided.

The JGH Foundation is a proud equal-opportunity employer and we are committed to creating an inclusive workplace that allows all of our people to reach their full potential. A diverse team with a genuine passion for our cause is the key to our success and we believe in bringing your whole self to work. We welcome all qualified candidates to apply.



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ASSOCIATE VICE-PRESIDENT, DEVELOPMENT

THE OPPORTUNITY

Since 1969, the Jewish General Hospital Foundation has been a vital source of support for the Jewish General Hospital (JGH) to enhance its extraordinary patient care, further scientific discovery, and transform healthcare delivery through innovation. For the fifth consecutive year, Newsweek magazine has ranked the JGH among the world's best hospitals.

The Jewish General Hospital Foundation is seeking an experienced **Associate Vice-President, Development** to lead our high-performing team of Development professionals in inspiring philanthropy that enables leading-edge care, research, and education at the Jewish General Hospital in Montreal.

In this newly established role, reporting to the Vice-President and Chief Development Officer, the Associate Vice-President, Development will be responsible for providing strategic leadership and operational expertise for the Foundation's fundraising initiatives. As a member of the Management team, the AVP will play a critical leadership role in fostering and enhancing relationships with a wide variety of stakeholders and supporters within and outside the Foundation to achieve fundraising goals.

Accountable for the successful execution of a multi-faceted Development program, the AVP will bring experience leading and supporting fundraising initiatives for multiple revenue streams including Principal Gifts, Major and Lead Gifts, Planned Giving, Annual Giving and Events. The incumbent will have deep knowledge of fundraising principles and donor development processes with demonstrated expertise and success in securing major gifts.

The AVP will be an understanding and collaborative bilingual leader with experience managing numerous priorities and problem solving in a fast-paced, complex, dynamic and multi-stakeholder environment. With strong analytical, organizational and planning skills, the Associate Vice President will effectively shape our development strategies and encourage best practice fundraising for optimum results.

An experienced team leader, the successful candidate will manage a diverse team of highly dedicated fundraising professionals. Empathetic and accessible, the Associate Vice-President will ensure that team members continue to feel supported, valued and recognized. Providing consistent and clear communication as well as valuable guidance, the AVP will promote collaboration and accountability, and will be an inspirational coach who will continue to lead our team in reaching their highest potential.



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This is a truly exciting time to join the Jewish General Hospital Foundation as we continue to work together and leverage our new \$400 million comprehensive fundraising campaign, the most ambitious campaign in our history. The **TOMORROWS ARE MADE HERE** campaign will enable awe-inspiring medical breakthroughs and drive the Jewish General Hospital forward—improving lives and patient care, for the betterment of all Quebecers and beyond.

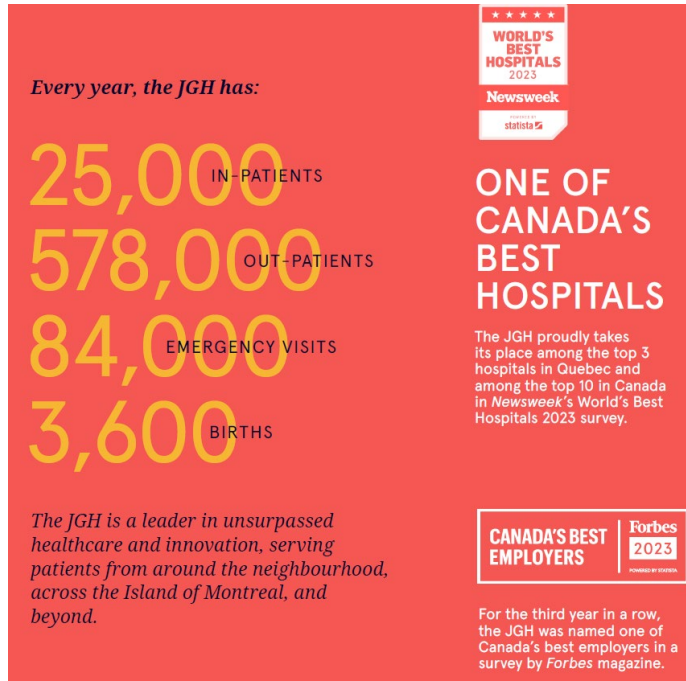
Through our collective accomplishments to date, we have demonstrated that our community understands and values philanthropy. The commitment of our donors and volunteers has proved powerful, and our new campaign will allow the JGH to seize opportunities to provide the best possible care while finding innovative solutions to healthcare challenges. We look forward to welcoming a new colleague and leader who will help us build on our past success as we move boldly towards our ambitious goals and exciting future.

The JGH Foundation offers a competitive compensation package for this position. The hiring range for this role is \$160,000 - \$175,000 and comprehensive suite of benefits is also provided.

This position is based at the JGH Foundation offices at the JGH, 3755 chemin de la Côte-Sainte-Catherine, Office A-107 in Montreal. The Foundation currently offers a hybrid work environment (3 days at the Foundation office / 2 days remotely) subject to business needs. Please note that the role requires willingness and availability to work flexible hours, including some after-hours work and weekends from time to time.



ABOUT THE JEWISH GENERAL HOSPITAL



The Jewish General Hospital (JGH) is a 626-bed McGill University teaching hospital renowned for the excellence of its healthcare services and the caliber of its medical and research staff. As one of Quebec's leading acute-care hospitals, providing general and specialized care to a diverse patient population, the JGH plays a vital role in the Quebec healthcare system.

The JGH is recognized as a Centre of Excellence in oncology, cardiology, emergency medicine, family medicine, obstetrics-gynecology, and thrombosis and anticoagulation. It is designated by the government as a provincial centre for high-risk obstetrical and neonatal care, treating one of every seven low-birth

weight babies born in Quebec, and consistently maintaining the highest survival rate for high-risk newborns in the province.

The JGH is also designated by the Quebec government as a Breast Referral and Investigation Centre (CRID), owing to the large number of individuals referred from across Quebec and other Canadian provinces for breast cancer detection and is designated by the government as a secondary stroke treatment centre, offering rapid care of the highest quality.

The JGH is at the Canadian forefront in the field of robot-assisted surgery, with the most surgeons performing the greatest number of operations in the widest range of medical specialties anywhere in the country.

The Lady Davis Institute, the research center of the JGH, is considered one of Canada's major biomedical research institutions and has earned international recognition in fields such as AIDS, aging, cancer, heart and lung diseases, genetics, epidemiology and public health.

The JGH's Segal Cancer Centre, is Quebec's largest comprehensive facility for cancer treatment and research and the first institution in North America to be accredited as a Designated Center of Integrated Oncology and Palliative Care by the European Society for Medical Oncology (ESMO). The Centre is at the forefront of the development of personalized medicine in Canada, which aims to ensure that patients receive therapies that are tailored to their particular DNA. The Centre is also a national leader in immunotherapy, which seeks to harness the patient's own immune system to fight cancer.



ABOUT THE JEWISH GENERAL HOSPITAL FOUNDATION

Advancements in healthcare are made here.

The Jewish General Hospital Foundation provides essential assistance to the hospital to enhance its extraordinary patient care, to further scientific discovery and to acquire the most recent and innovative medical equipment.



Comprised of just over 50 dedicated professionals, the Foundation team partners with inspired members of the community to implement a wide variety of fundraising initiatives to achieve ambitious goals. Community involvement has been an intrinsic aspect of the JGH's activities since the day the hospital opened. Donors and benefactors at all income levels, from all walks of life and from a multitude of ethnic and religious backgrounds have been instrumental in enabling the Jewish General Hospital with the funds needed to provide exceptional care - without exception.







Over the last five years, the JGH Foundation has doubled fundraising revenues. The 2022-2023 fiscal year was yet another example of what the combination of a fabulous brand, devoted stakeholders, generous donors and passionate leaders can accomplish. It was another impactful fundraising year, generating over \$60 million in fundraising revenues from annual giving initiatives, major gift campaigns, Legacy gifts, Tribute funds as well as fundraising events. In terms of

fundraising revenues, the JGH Foundation is the top healthcare foundation in Quebec and amongst the Top 5 in Canada.

COMPREHENSIVE CAMPAIGN: TOMORROWS ARE MADE HERE

With a goal of \$400 million, the JGH Foundation has initiated a new ambitious and exciting comprehensive campaign that is set to publicly launch in April 2024 having secured \$200M in gifts and pledges to date.

To seize opportunities to provide the best possible care while finding innovative solutions to healthcare challenges, the Campaign funding priorities are as follows:

 <p>CHAMPIONING DIGITAL HEALTH INITIATIVES \$100M</p>	 <p>ENABLING GROUNDBREAKING RESEARCH & INNOVATION \$125M</p>	 <p>IMPROVING THE PATIENT EXPERIENCE \$100M</p>	 <p>BUILDING A POWERFUL ENDOWMENT \$75M</p>
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Working closely with the Foundation leadership, senior hospital leaders as well as senior volunteers and other key stakeholders, our new Associate Vice-President will be instrumental in helping us further elevate fundraising performance and achieve success in our major campaign.

Campaign Cabinet

- Stephanie Azrieli, Honorary Co-Chair
- Paul Desmarais, Honorary Co-Chair
- Brenda Gewurz, Honorary Co-Chair
- David Amiel, Chair, JGHF Board
- James Alexander, Cabinet Member
- Anne-Marie Bélanger, Cabinet Member
- Guy Côté, Cabinet Member
- Sylvie Demers, Cabinet Member
- Alan Rossy, Cabinet Member
- Lillian Vineberg, Honorary Co-Chair
- Jonathan Wener, Honorary Co-Chair
- Edward Wiltzer, Honorary Co-Chair
- Orly Fayer, Cabinet Member
- Ken Harris, Cabinet Member
- Gerald Issenman, Cabinet Member
- Harvey Levenson, Cabinet Member
- Michel Ringuet, Cabinet Member



ADDITIONAL INFORMATION

- [About Us](#)
- [Our Professional Team](#)
- [2022-2023 Annual Report](#)
- [Impact Reports](#)
- [2023 Financial Statement](#)
- [In the News](#)
- [Focus on Community Partner Events video](#)
- [The JGH's History](#)
- [Stories](#)

BOARD OF DIRECTORS

- Heather Adelson
- David Amiel, Chair
- Anne-Marie Bélanger
- Clare Chiu
- Lloyd Feldman
- Aaron Fima, CPA, CA
- Bram Freedman, President and CEO
- Kenneth Harris
- Lindsay Hollinger
- Gerald Issenman
- George Itzkovitz
- Alan Rossy
- Ronny Steinberg
- Harvey Levenson
- Orly Fayer
- Pierre Brosseau
- Howard Levine
- Sylvie Demers
- Paul Lavallée
- Grace Lutfy
- Vanessa Pendenza
- Jean-François Prince
- Brenda Rosenberg
- Mark Sherman
- Nancy El Sayegh



KEY DUTIES AND RESPONSIBILITIES

Reporting to the Vice-President and Chief Development Officer, the Associate Vice-President, Development will:

Development Strategy & Planning (15%)

- Oversee the fundraising initiatives, cultivation and solicitation strategies across all Development revenue streams including Principal Gifts, Major and Lead Gifts, Planned Giving, Annual Giving and Events.
- Create, implement and lead multi-year strategic and integrated fundraising plans.
- Lead the operational management of the Development Team.
- Provide counsel and expertise to the Vice-President and Chief Development Officer and President and CEO. Stay up to date on industry best practices and ensure that these are reflected in internal programs, development operations and activities.
- With the VP and Chief Development Officer, establish performance goals for the Development Team and utilize metrics and other key performance indicators to monitor progress towards achieving these goals.
- Develop and monitor budgets and ensure that programs are appropriately resourced to meet goals.
- Facilitate interdepartmental collaboration to meet fundraising goals.
- Represent the Foundation at events, conferences and other activities as needed.

Development Staff Team Leadership (60%)

- Directly supervise a professional team of 7 senior fundraisers and oversee the recruitment, performance management and professional development of the entire Development Team of 20 staff.
- Provide leadership, coaching and mentorship to the Development Team in order to motivate and engage team members to work collaboratively and achieve individual and organizational goals.

Major Gift Fundraising & Donor Relations (25%)

- Manage an appropriate size portfolio of major gift prospect and donors.
- Partner with relationship managers for select major and transformational prospects/donors, directly contributing to fundraising results in a team-based approach.



QUALIFICATIONS AND COMPETENCIES

- A minimum of five years of fundraising management experience.
- Proven fundraising leadership experience within a complex organization.
- Deep knowledge of fundraising principles and processes, as well as demonstrated experience in developing and implementing multi-faceted fundraising plans.
- Demonstrated ability and success in closing major gifts.
- Superior interpersonal skills to motivate and engage stakeholders both internally and externally.
- Ability to connect and maintain a broad range of relationships and to inspire staff and colleagues to work collaboratively in achieving goals.
- Proven ability to work with a diverse population.
- Strong analytical and technical skills, with an understanding of data-management systems, fundraising processes, and the essential role they play in achieving success.
- Experience in operational management and leading a large staff team; demonstrated ability to attract, retain, mentor, motivate and lead a professional team to achieve common goals and objectives.
- Excellent problem-solving skills, business acumen, strategic aptitude, and sound judgment.
- Ability to work and lead a team in both English and French (written and oral).
- A high degree of personal integrity, diplomacy and tact are necessary.
- Bachelor's Degree in a relevant field or an equivalent combination of work experience and education.
- Certified Fundraising Executive (CFRE) designation or a certificate in Fundraising Management an asset.



BIOGRAPHIES

Bram Freedman, President and Chief Executive Officer



Bram Freedman is an experienced senior leader with a background in law, corporate governance, strategic planning, external relations, fundraising and investment management.

Before joining the Jewish General Hospital Foundation as President and CEO in August 2018, Bram spent over 20 years, in two different stints, with Concordia University. He began his career at Concordia in 1992 as Assistant Legal Counsel rising to the position of Assistant Secretary-General and General Counsel.

He left Concordia in 2003 to join Federation Combined Jewish Appeal, the central fundraising and community service organization

for Quebec's Jewish community, where he served as Chief Operating Officer and Director of External Relations for 5 years.

He returned to Concordia in 2008 when he was appointed Vice-President, External Relations and Secretary-General. In 2013, he took on the role of Vice-President of Advancement and External Relations. In that position, he helped bring fundraising to record levels at the university - from a five year average of \$10 million in funds raised to one of over \$25 million raised annually. Under Bram's leadership, Concordia launched the Campaign for Concordia: Next-Gen. Now - the university's most ambitious fundraising appeal to date - a \$250 million initiative.

Bram's move to the Jewish General Hospital Foundation marked a family tradition. His grandfather was the founding chief of oto-laryngology at the JGH 85 years ago while his father, a former dean of medicine and provost of McGill University, finished his career as director of the Lady Davis Research Institute of the JGH. Bram is the third generation of his family to serve the JGH.

Bram is an active volunteer who has held several senior positions in organizations that include: the Centre local de services communautaires (CLSC) Métro, Jewish Family Services, the Jewish Eldercare Centre/CHSLD Juif, the Reconstructionist Synagogue of Montreal, Destination Centre-Ville and Conseil Emploi Montreal. He was also a member of the Board of Directors of Institut Mallet, a non-profit organization dedicated to the advancement of philanthropy in society.

Bram is a two-time graduate of McGill University. He obtained civil and common law degrees (BCL/LLB) in 1991 and a BA (honours) in history in 1987.



Betty Elkaim, Vice-President and Chief Development Officer

Betty Elkaim is the Vice-President and Chief Development Officer of the Jewish General Hospital Foundation (JGHF). She has been involved in various development activities at the Foundation since 2007 and has a broad knowledge of the organization and the hospital. Her successful



fundraising achievements are attributable to a decade of experience, demonstrated leadership, mentoring and relationship building skills.

In her current role as Vice-President and Chief Development Officer since Fall 2018, she oversees the Development Team and works with the senior management group in developing the Foundation's strategic objectives.

As a leader, Betty's vision is to help employees, volunteers and Board members shine and succeed for the greater benefit of the Foundation and the Hospital.

Prior to joining the philanthropic field, Betty worked for several years as a psychologist in the education and community sectors. She holds a master's degree in psychology from the Université de Montréal.

In addition to her professional background, Betty has over 20 years of volunteer experience with community, social and political organizations, and has served on several Boards of Directors.



ORGANIZATIONAL CHART: Jewish General Hospital Foundation

