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Position:	Director of Development
Employment status:	Full-time
Location:	700-5100 de Maisonneuve Blvd. West, Montreal (Quebec) / 1001 Decarie/Hybrid

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## THE OPPORTUNITY

The McGill University Health Centre (MUHC) Foundation is undergoing an exciting phase of expansion, guided by clearly defined pillars and strategic priorities that will shape its future growth and success. We are actively seeking an accomplished leader in major gift development for the role of **Director of Development**. This individual will play a pivotal role in driving significant growth in our major gift portfolio, contributing to our mission by nurturing robust donor relationships with individuals, corporations, and foundations.

Under the supervision of the Vice President, Development, the Director of Development will hold a key position within the leadership team, collaborating with a newly integrated group of dynamic professionals. Together, we aim to position the Foundation as the leader in healthcare philanthropy, committed to creating unified fundraising, communications, and engagement strategies. These efforts will secure investments and gifts to support the MUHC's clinical, research, and teaching objectives, as well as cutting-edge research conducted by the Research Institute of the MUHC.

As an essential member of our broader Foundation team comprising 32 dedicated professionals, the Director of Development will provide strategic and operational leadership. This includes refining and advancing fundraising programs in major gifts, planned giving and annual giving. With the Foundation's strategic focus on major giving, the Director of Development will collaborate closely with the Board, Foundation leadership, senior medical leaders, and various internal and external volunteers. Together, we will foster and steward relationships with a diverse array of stakeholders and supporters, ensuring the continued realization of key priority projects at the MUHC. This collective effort is aimed at securing and elevating its standing among the foremost health and research centers globally.

## ABOUT THE MCGILL UNIVERSITY HEALTH CENTRE

For more than 150 years, the McGill University Health Centre (MUHC) founding hospitals have been providing the best possible care to the community, and in 1997, the MUHC was officially created through the merger of 5 hospitals: Montreal Children's Hospital, Montreal Chest Institute, Montreal General Hospital, Montreal Neurological Institute & Hospital, and Royal Victoria Hospital. These hospitals' respective research institutes merged to form the Research Institute of



the MUHC and in 2008, the Lachine Hospital and Camille Lefebvre Pavilion also joined the MUHC.

Affiliated with McGill University's Faculty of Medicine, the MUHC is an academic health centre that provides some of the most advanced care in the province, which includes complex diagnoses, treatments and surgeries in the areas of cardiology, endocrinology, transplantation, neurology, oncology, and respirology, among many others. The MUHC cares for some of the most critically ill patients across Quebec and provides highly-specialized care, treatments, and medical testing that other hospitals simply cannot offer.

In June of 2015, the Glen site of the MUHC was inaugurated and this complex now houses the new Montreal Children's Hospital, Royal Victoria Hospital, Montreal Chest Institute, the Cedars Cancer Centre, and the Research Institute of the MUHC. Patients and their families were at the heart of the design and layout of the new hospital. With 1,587 physicians and over 12,000 nurses, support staff, and employees, the hospital at the Glen site is a patient-centred facility that helps to not only heal the body, but also the soul. It has helped the MUHC transform the way in which it delivers the highest level of care to our population, ensuring that all patients truly receive the best care for life.

In addition to clinical care, the MUHC is an international research powerhouse that conducts both fundamental and clinical research. The hospital's Research Institute supports more than 460 researchers and 1,700 ongoing research projects and clinical trials, and it continues to shape the course of adult and pediatric medicine by attracting research leaders from around the world. Every year, close to 3,000 students train at the MUHC, including medical and surgical residents, nurses, medical students, and allied-health students. From pediatric medicine to adult trauma, students receive highly-specialized training, which thoroughly prepares them for their positions within the medical profession. All MUHC physicians are also professors within the McGill University Faculty of Medicine.

For more information about the MUHC, please visit: <https://muhc.ca/>

## **ABOUT THE MCGILL UNIVERSITY HEALTH CENTRE FOUNDATION**

The MUHC Foundation plays a pivotal role in supporting exceptional programs, purchasing innovative medical equipment, fostering ground-breaking research, and ensuring the highest level of teaching.

In 2015, the MUHC and Royal Victoria Hospital Foundations partnered and began working together in order to fulfill their missions of raising funds in support of the hospital's greatest needs. By aligning our fundraising priorities, and integrating our Board and staff teams, the MUHC and RVH Foundations are now in the best position to ensure that patient care, teaching, and research needs are met at our hospital.

The newly integrated MUHC Foundation is comprised of a team of 26 staff members and total revenues in 2015 were \$17 million. We are in the process of developing a 5-year strategic plan that will outline key strategic priorities for future growth and success. While a diversified



fundraising strategy that balances funding for all priority areas of need is an important component of this strategy, it is anticipated that the areas of Major Gifts and Planned Giving will be significant drivers of growth in future results of the Foundation.

Our Foundation is governed by a volunteer Board of Directors which includes members from the medical, scientific, academic, and business communities. These dynamic leaders ensure that we maintain the highest standards with regards to ethics and best accounting practices. The Board oversees and approves the Foundation's budget, fundraising goals, and the granting of funds raised to support the priorities of the MUHC.

For more information about the MUHC Foundation, please visit

<https://www.muhcfoundation.com/>

### **IDEAL CANDIDATE**

The preferred candidate for the position of Director of Development should be an esteemed leader in the field, serving as a role model for our team. They must showcase a proven track record of successfully cultivating and securing major gifts, ideally ranging from six to seven figures. The ideal individual will possess profound knowledge of philanthropy, demonstrating strategic acumen in identifying future growth opportunities and recognizing the emerging potential within new donor groups.

It is essential for the chosen candidate to passionately articulate their understanding of the vital importance and impact of the MUHC in our community. The new appointee should possess the confidence to take initiative and the expertise to propel donor strategies forward. Mindful of linking donors and prospects to MUHC funding priorities, the ideal candidate will seize opportunities to build new relationships and fortify existing ones.

As an adept networker and connector, the Director of Development must have a proven ability to proactively engage philanthropists from diverse cultural communities and the stakeholder community. Authenticity and genuineness, coupled with a high degree of emotional awareness, are crucial qualities. The ideal candidate should be intuitive and donor-centric, adept at understanding the subtleties of donor interactions and consistently adjusting to forge the strongest donor relationships while effectively communicating the MUHC's and Foundation's stories.

The successful candidate will excel in listening, respectfully questioning, and evaluating information, demonstrating a high level of personal responsibility. They will establish trust and respect among Board members, medical leaders, donors, volunteers, colleagues, and staff. With a deep respect for the role of volunteers, the ideal candidate should have a history of successfully recruiting, motivating, and supporting valued volunteer partners, especially for major gift fundraising.

The Director of Development is expected to be an outstanding coach and mentor, fostering the growth of our team to reach its full potential. Through collaboration, communication, and a steadfast commitment to philanthropic best practices, the new appointee will inspire individual



efforts, leading to the formation of a high-performing team of major gift and development professionals.

Enthusiastically embracing our mission and driven by challenges, the new Director of Development should view this unique and meaningful opportunity as a chance to elevate the fundraising success of the MUHC Foundation. The successful candidate will combine a dedication to exemplary fundraising practices with a desire to motivate both staff and stakeholders to attain new heights in support of our world-class hospital center.

## **KEY AREAS OF RESPONSIBILITY**

Under the guidance of the Vice-President, Development, the Director of Development will:

- Contribute to the formulation and execution of the Foundation's strategic and operational goals as an integral part of the management team.
- Collaborate with the President, COO, and Vice-President of Development to develop a fundraising plan that enhances revenues in accordance with the Foundation's strategic direction.
- Oversee the planning and execution of fundraising initiatives across various revenue streams, including Major Gifts, Planned Giving, Corporate partnerships, Annual Giving, and Events. Ensure cultivation and solicitation strategies align with priorities and established policies and procedures.
- Evaluate and monitor fundraising activities to ensure cost-effective and timely achievement of fundraising goals.
- Provide coaching and mentorship to foster the development and collaboration of a team of direct reports, encouraging the application of best practices in fundraising programs to achieve outstanding results.
- Actively manage a personal portfolio of at least 60 existing and potential major donors, maintaining active relationships throughout the entire donor cycle to secure successful major gifts.
- Offer effective leadership and support to members of the Board Development Committee in their crucial volunteer role for successful major gift fundraising.
- Cultivate positive and productive relationships with physicians and hospital leaders, fostering their involvement or potential involvement with the Foundation. Collaborate with MUHC medical leaders to comprehend and effectively communicate the funding priorities of the MUHC to donors and the Foundation fundraising team.
- Stay attuned to trends in the community or region and adapt fundraising strategies as needed.

## **REQUIREMENTS**



- Substantial fundraising background, preferably within a intricate charitable organization, with proven success in major gift fundraising and corporate partnership development.
- Profound knowledge of fundraising principles and processes, along with demonstrated experience in formulating fundraising strategies and executing comprehensive fundraising plans.
- Exceptional interpersonal skills to cultivate and sustain a diverse array of relationships, as well as the ability to engage and inspire stakeholders internally and externally.
- Proficiency in both French and English is mandatory, accompanied by excellent writing skills in either language. Comfortable with public speaking and a verified capacity to connect with varied groups through effective and articulate communication.
- Proven capability to attract, retain, mentor, motivate, and lead a team of professional fundraisers, fostering collaboration towards common goals and objectives.
- Experience in effective senior volunteer management.
- High level of personal integrity and tact.
- Strong work ethic, combining energy, enthusiasm, initiative, and solid organizational abilities.
- Familiarity with current trends and challenges in the Quebec and Canadian health sectors, coupled with knowledge of the philanthropic landscape.
- A university degree is a prerequisite, and a graduate degree is considered desirable.

We thank you for your interest in the MUHC Foundation and all submitted applications will be considered, however only selected candidates will be contacted for interview purposes.

Candidates must forward their CV and cover letter via email to:

McGill University Health Centre Foundation  
700-5100 de Maisonneuve Blvd. West  
Montreal, QC H4A 3T2  
Attn: Elizabeth To  
Elizabeth.to@muhc.mcgill.ca