

Director of Development

Position Summary

The **Director of Development** reports to the President and CEO and plays a pivotal leadership role in advancing the mission and strategic goals of the **Niagara Health Foundation** by planning, implementing, and managing comprehensive fundraising initiatives. This individual is responsible for cultivating meaningful donor relationships, securing major and planned gifts, overseeing fundraising campaigns, and managing a team dedicated to philanthropic growth in support of hospital equipment, research, and other priorities of Niagara Health.

Key Responsibilities

Strategic Leadership

- In conjunction with Foundation Leadership, develop, implement, and evaluate the Foundation's annual and long-term development strategies in alignment with hospital priorities and philanthropic goals.
- Partner with Foundation and hospital leadership to identify funding priorities and create compelling cases for support.
- Provide leadership and mentorship to development staff, fostering a culture of collaboration, accountability, and excellence. Ensure the team has a clear set of goals and achieves these goals on a fiscal basis.

Fundraising & Donor Relations

- Manage a portfolio of major and leadership gift level prospects, cultivating, soliciting, and stewarding gifts of \$25,000 and above.
- Oversee special campaigns, and planned giving initiatives to diversify and grow philanthropic revenue.
- Develop and implement donor stewardship plans to ensure sustained engagement and recognition.
- Collaborate with physicians, hospital staff, and volunteers to identify new donor prospects and enhance the donor experience.
- Ability to organize and analyze data to inform decision making and to identify trends or opportunities

Campaign & Event Management

- Lead the design and execution of capital and comprehensive campaigns.
- Work closely with marketing and communications to produce compelling fundraising materials, donor communications, and impact reports.

Operations & Reporting

- Prepare and manage the development team budget, ensuring sound fiscal management and adherence to best practices.
 - Utilize donor management software (Raiser's Edge) to track engagement and report on progress.
 - Present regular updates and performance metrics to Foundation leadership and the Board of Directors.
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Qualifications

Education & Experience

- Bachelor's degree required; advanced degree or CFRE certification preferred.
- Minimum of 7–10 years of progressive experience in fundraising, preferably within healthcare, or nonprofit sectors.
- Proven track record in securing major gifts and leading successful fundraising campaigns.
- Experience managing multiple staff and working with Boards, volunteers, and executive leadership.

Skills & Competencies

- Strong leadership, interpersonal, and relationship-building skills.
 - Strong coaching and mentoring skills, with demonstrated ability to manage teams and motivate staff to meet goals.
 - Excellent written and verbal communication skills with the ability to inspire donors and stakeholders.
 - Strategic thinker with a data-informed approach to fundraising.
 - Proven ability to work collaboratively across teams, manage multiple projects/timelines and shifting priorities.
 - High degree of integrity, professionalism, and discretion.
 - Proficiency with donor management systems and Microsoft Office Suite.
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Working Conditions

- Hybrid or on-site work environment at multiple Foundation offices.
- Occasional evening and weekend work for donor events or hospital functions.
- Must be able to travel locally to meet donors and attend community events.

Compensation & Benefits

Competitive salary commensurate with experience, along with a comprehensive benefits package including health, dental, vision, retirement plan, paid time off, and professional development opportunities.
