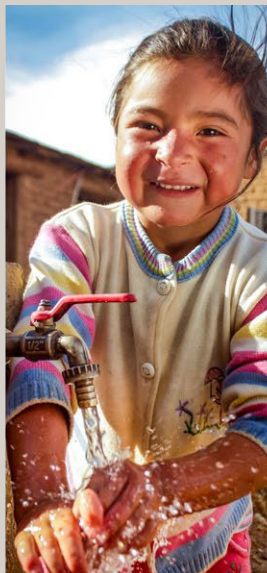


Executive Director, Philanthropy Engagement

WORLD VISION CANADA

2021 | Opportunity Profile

[WorldVision.ca](https://www.WorldVision.ca)



For more information

KCI Search + Talent has been retained to conduct this leadership search on behalf of World Vision Canada. For more information about this opportunity, please contact Tara George, Partner/Lead, KCI Search + Talent or Christine Cho, Senior Search Consultant at WVC@kcitalent.com

Interested candidates are invited to send a resume and letter of interest to the email address listed above by **September 21, 2021**.

All inquiries and applications will be held in strict confidence.

Our Core Values: We are committed to the Poor. We are Christian. We are Stewards. We value People. We are Partners. We are Responsive.

Qualified candidates must be able to demonstrate a commitment to the core values and mission of the World Vision partnership.

World Vision Canada takes our Safeguarding responsibilities seriously and we provide an environment that is safe for our child and adult beneficiaries. We have strong recruitment procedures to make sure the safest and most suitable people work with the children in our programs. We provide our staff and volunteers with ongoing supervision, support and training in their work with child and adult beneficiaries. World Vision Canada welcomes and encourages applications from people with disabilities.

Accommodations are available on request for candidates taking part in all aspects of the selection process. Compensation: The salary range for this position is \$110,000 - \$130,000 plus comprehensive benefits.



About Us

World Vision is a global community of millions, working together for one purpose: **to change the lives of vulnerable children.**

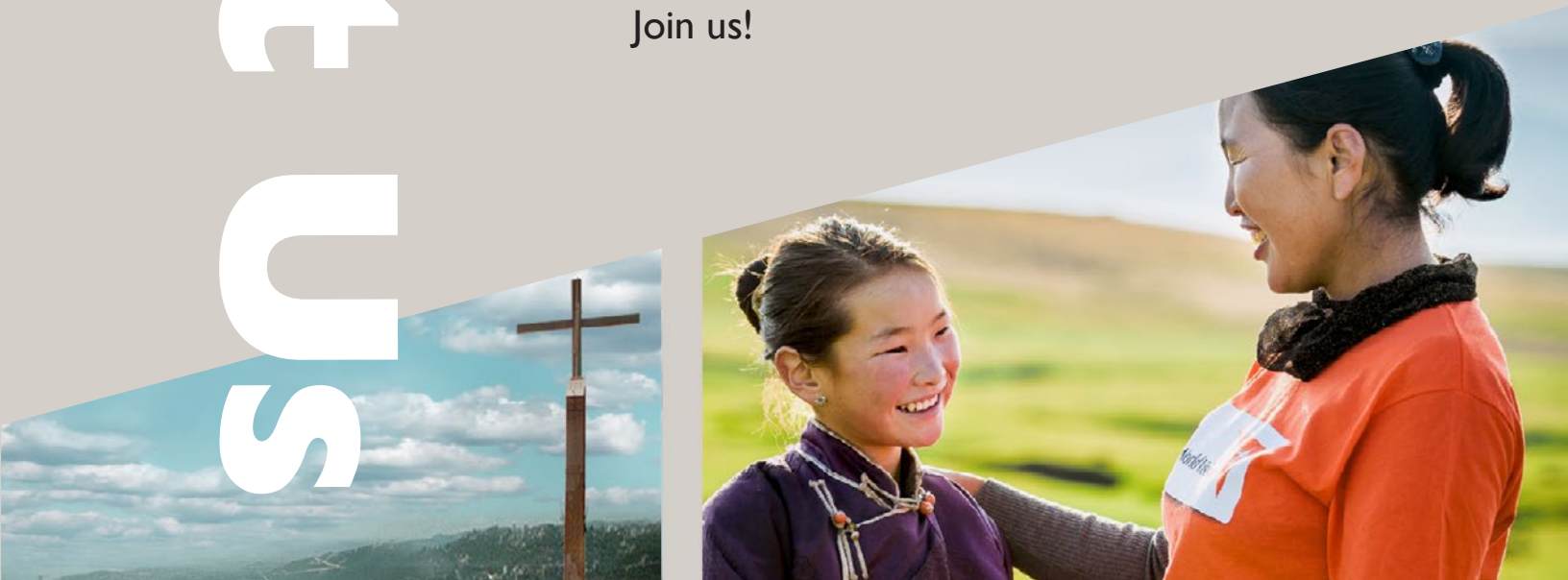
Our supporters, partners and staff join forces with communities on the ground to protect children from violence and neglect and help them enjoy good health, be educated for life, and experience the love of God.

Together we share proven, world-class development methods to bring food, water, education and enable self-sufficient communities to make real, lasting change.

Driven by our desire to serve God and make a lasting impact in the world, we're a team that knows no bounds or borders – we work with people of all cultures, genders and faiths to achieve transformation.

We welcome anyone with the will to make a positive change for children and who shares our vision.

Join us!



A History of Taking Action

Even if it wasn't popular

.....

World Vision's work began in the 1950s, with one man who committed to help one child in one country with just \$5. That man was Bob Pierce — a preacher and war correspondent who witnessed tragedy and poverty as he helped missionaries across Asia. He began work in China and Korea dedicated to the care of orphans, and personally raised financial support that came almost exclusively from churches and the Christian community in the United States. Today, 70 years later, World Vision has grown into a global organization with a sweeping scope: helping approximately 35 million children and their families, through over 37,000 global staff and projects in nearly 100 countries.



1950s

Helping one little girl with \$5 in his pocket, Bob Pierce starts World Vision



1970s

Coming to the aid of stranded Vietnamese refugees with Operation Seasweep



1980s

"First in" during the Ethiopian famine. "Last out," leaving behind fertile, green valleys



1990s

Challenging the church to care about the AIDS crisis, even when it was a tough topic



2000s

Rebuilding lives after the Asian tsunami with short-term relief and long-term recovery



TODAY

Helping approximately 35 million children in nearly 100 countries

Every child

Our Vision

Our strategy is a promise to vulnerable children—to relentlessly pursue our vision, **for every child, life in all its fullness; our prayer for every heart, the will to make it so**

until they:

- Enjoy good health and are protected from disease
- Are educated for life and enabled to fulfill their potential
- Are cared for, protected and participating
- Experience the profound security of the love of God and others

Working with World Vision Canada



PARTNERING EFFECTIVELY

We partnered with government, agencies, churches, businesses and Canadians like you, to be effective for children in complex times.



DEVELOPING COMMUNITIES

We adapted our programs, including our cornerstone community development model, helping children through a challenging new normal.



RESPONDING TO EMERGENCIES

We responded tirelessly and in COVID-safe ways, to children facing civil conflict, displacement, food insecurity, economic and natural disasters.



ADVOCATING FOR CHILDREN

We championed children everywhere, keeping them on the radar of Canada's government, and within their own countries.

25
ACHIEVEMENTS
25



MICHAEL MESSENGER

*President and CEO,
World Vision Canada*



LOCATION

Mississauga, Ontario



Our Strategy

World Vision's global strategy is a renewed promise to the world's most vulnerable children.

Our mindsets and behaviors to realize Our Promise:

- Unity and trust
- Wise stewardship
- Ethical use and privacy of digital information
- Looking outward
- Timely truth telling with love

[Learn more about Our Promise](#)

Our Values

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- ✓ We are **Christian**
- ✓ We are **Committed to the Poor**
- ✓ We are **Stewards**
- ✓ We are **Partners**
- ✓ We are **Responsive**
- ✓ We **Value People**



Our Culture

Our organizational culture reflects a “Partnership” of all World Vision offices. This Partnership is founded in and united by our shared Christian values. Our mission is to follow our Lord and Saviour Jesus Christ in working with the poor and oppressed to promote human transformation, seek justice and bear witness to the good news of the Kingdom of God.

A career with World Vision is a God-given calling, and we believe that every staff member has been brought to World Vision for God’s purposes.

We are passionate in our commitment to fostering a culture where everyone feels represented and valued and has equal opportunity to learn, grow and contribute their best. Whether working from home, in an office, or with children and community members, we celebrate and embrace each staff member’s diverse background and talents, knowing that together, we can make a difference.



Follow us: [#WeAreWorldVision](https://www.instagram.com/weareworldvision)



Position may be fulfilled remotely across Canada;
Reporting to the Mississauga, ON office



Here's where you come in

As the **Executive Director, Philanthropy Engagement^{*}**, you will lead the strategy, teams and relationships that will build skill capabilities, improve processes and grow revenue through Major Gifts, Planned Giving and Middle Donor teams. You'll be able to refine the strategic direction and establish the priorities for our successful front-line fundraisers nationally. Working collaboratively and synergistically alongside the Director, Philanthropy Enablement Services and other teams in World Vision, you'll ensure that your Philanthropy Engagement teams are sufficiently equipped so they can spend 80% of their time engaging with donors and prospects. You will also hold a small portfolio of top-tier prospects and high net worth donors to lead by example and model best in class major gift practices. In addition to this being a strategic role focused on readying and equipping your fundraising teams and the President's office for accelerated Campaign revenue growth, it also champions the full organization's building of an agile Culture of Philanthropy.

You are a good candidate for this role if you:

- Are a resilient and collaborative leader who can think strategically in a complex, changing global and Canadian context. Our world and our organization are needing to rapidly adapt to external health or political instabilities, global emergencies and our own internal increased use of data-analysis and digital practices.
- Are an even-tempered, balanced and culturally sensitive professional who excels at forging close and productive working relationships with a broad range of cultures, personality types, styles, and perspectives. Proactive towards gender equity and diverse people groups.

^{*}Please note this is an external working title.

Your Responsibilities

- Consistently demonstrate inspiring, collaborative leadership in the development of new major gifts fundraising and stewardship approaches, processes, offerings, and tactics to achieve World Vision's mission fueled by high, margin revenue growth.
- Provide strategic and motivating leadership to Middle, Major, and Legacy philanthropy teams, ensuring revenue growth while safeguarding cost effective impact and internal compliance.
- Grow High Net Worth opportunities (\$100k+) through championing the major gifts strategy through the Executive Office.
- Support and guide numerous senior volunteer committees, providing hands on leadership to the strategic formation, activation and journey of for the purpose of principal gift fundraising, launching a capital-style campaign, and High Net Worth affinity groups for specific projects/causes.
- Collaboratively oversee and personally develop key donor relationships nationally in order to strengthen and grow long-term donations, engagement and voluntarism.
- Together with the Prospect & Pipeline Development team, ensure that Philanthropy Advisor donor pools are balanced and movements between teams in alignment with the prospect clearance process. The prospect clearance process is a mutually agreed process by all the leaders within the business unit and with input from other leaders across the organization, as required.
- Work collaboratively with Director, Philanthropy Enablement Services on annual plans and regular updates on revenue and expenses, budget and forecasts; ensure market facing advisors are equipped with research, predictive modeling, prospects, stewardship and operational support.
- Identify ways to accelerate growth of the World Vision Planned Giving program through increasing uptake of existing offerings and building out more offerings and channels.
- Expand the Middle Donor (annual) program, engage knowledgeably as the expert in moves management to grow Major Gifts and Planned Giving pipelines.
- Work collaboratively with the Corporate Engagement and Foundations teams to ensure best practice engagement approaches, prospect clearance and to opportunistically bring in new leads.
- Provide input into the marketing, digital and IT processes for customized proposals and impact reports, case statements and solicitation materials development.
- Participate in global philanthropy discussions and lead Philanthropy team on emergency appeals

Your Qualifications

- Passion for World Vision's mission, and a commitment to our vision and core values that focuses on God's heart for people facing poverty and injustice.
- 10+ years consecutively leading large teams, creating data-supported plans and improving the plans overtime, and developing donor strategies with staff to yield the donor's largest gift to date.
- Demonstrated capacity to set strategy, oversee implementation, and drive growth all along the donor giving continuum and across asset offerings.
- Leadership involvement in a major Campaign and new revenue generating initiatives, including establishing and working closely with volunteer committees and Campaign cabinets.
- Extensive experience taking donors through the full donor cycle of transformational gifts and successfully managing relationships over time, achieving donor loyalty and renewals.
- Demonstrated success in crafting and closing large, multi-year solicitations.
- A Bachelor's degree or equivalent professional experience; CFRE would be an asset.

Note: Consideration will be made for those with a combination of education and experience as described above

Biography

Kim Fletcher – Vice President, Philanthropy & Partnerships



Kim leads the strategic direction of philanthropic marketing, engagement and partnerships at World Vision Canada. Her teams help the most vulnerable children, living in some of the most dangerous places globally, move from surviving to thriving with increased agency and empowerment - as every child deserves a childhood. Kim recently launched the POWER OF HER initiative which aims to connect the experience of women and girls in different parts of the world as they seek similar goals for themselves, their families and their communities. She has 30 years of experience in brand management, product marketing, fundraising and customer experience.

Her passion is for purposeful brands to connect with their customers in authentic and meaningful ways, and to develop and elevate talent to achieve their aspirations. Kim's leadership and marketing skills were honed at industry-leading organizations such as KPMG, Microsoft and Procter & Gamble. Her business acumen was built through professional designations in Disciplined Agile, Scrum, Lean, Project Management and becoming a Chartered Marketer, as well as an MBA from the Schulich School of Business and BBA from Laurier.

Kim has served on the boards of several non-profit organizations including, Oakville Hospital Foundation, Heritage College and Tyndale University College. She currently sits on the Not-For-Profit Council with the Canadian Marketing Association.

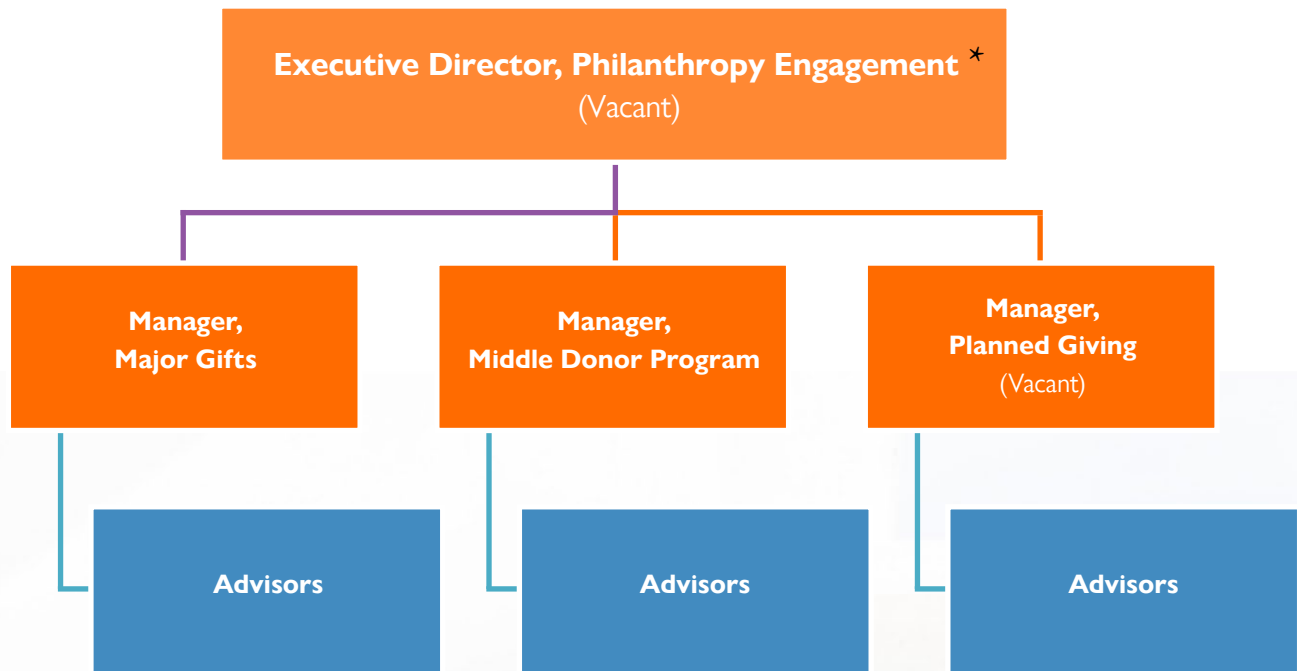


Organizational Chart



* Please note this is an external working title.

Organizational Chart



*Please note this is an external working title.

Is this job for you?

For more information about this
opportunity, please contact Tara George
or Christine Cho at
WVC@kcitalent.com

Interested candidates are invited to send a
resume and letter of interest to the email
address listed above
by **September 21, 2021.**

World Vision 

World Vision Canada is in Canada's Top 100 Employers 2020 and Greater Toronto Area's Top 2020 Employers.

For more information on World Vision Canada, please visit our [website](#).