



CHIEF DEVELOPMENT OFFICER

THE OPPORTUNITY

We are seeking a **Chief Development Officer** to provide leadership for all our fundraising activities, including major gifts and campaigns, mass market loyalty acquisition and digital fundraising, integrated marketing and communications, legacy fundraising, corporate partnerships and licensing, community engagement, and emergencies.

Reporting to the President and CEO, David Morley, the Chief Development Officer will be a key member of a small Executive team and will play a crucial role in long-term strategic development, organizational development, integration, and Board relations.

ABOUT UNICEF CANADA

UNICEF is the world's leading child-focused humanitarian organization. We work in over 190 countries throughout the world - our determination and reach are unparalleled.

We believe that every child, regardless of circumstances or socioeconomic background, has the right to grow and thrive. Tragically, every year, millions of children's lives are cut short by entirely preventable causes. Many of these deaths come as a result of treatable illnesses, malnutrition, poor hygiene, and lack of safe water and sanitation.

UNICEF's experience in the children's rights field has taught us that saving lives doesn't need to be complicated or cost-intensive. Our Child Survival programming works by making use of existing low-cost, low-technology, and high impact interventions such as micronutrient supplementation, and adoption of safe hygiene practices to prevent unnecessary maternal and child deaths and reduce malnutrition. Additionally, UNICEF is recognized as the leading global provider of disease-preventing bed nets and vaccines. Our humanitarian aid reaches over half the world's children and saves millions of lives.

With over 70 years of experience here in the field, UNICEF's programs and initiatives are developed and run to safeguard the most basic human right of all – a child's right to survive. By focusing on children marginalized by poverty, disease, discrimination and conflict, UNICEF successfully targets the estimated 6 million preventable child deaths which occur worldwide every year.

As the only UN agency working on the ground for children and women, only UNICEF has the influence to work at the global level with all governments in order to determine the future priorities in support of the world's children. UNICEF works in more countries and saves more children's lives than any other humanitarian organization. Working in virtually every country in the world, only UNICEF can bring that influence to the regional, national and local levels to improve billions of lives.

UNICEF is uniquely placed to multiply the impact of every donation. As the global leader for children with more than 70 years of experience, UNICEF can make a dollar go farther because we use every dollar to leverage investments from local governments and partnerships. We can take a relatively modest investment of \$100,000 in one community and turn it into millions in national government investment. In 2015, our generous donors helped us raise more than \$30 million.

THE IDEAL CANDIDATE

Engaging and dynamic, the Chief Development Officer will be a forward thinker who will bring both vision and ideas to the power of our global brand and network. The new incumbent will have a solid track record of major gift fundraising success, including experience closing gifts at the seven figure level. Possessing a breadth of experience across the fundraising spectrum, the ideal candidate will also bring a strong understanding of our other revenue channels. Motivated and pragmatic, the successful candidate will drive our fundraising efforts to achieve ambitious but realistic goals.

Collaborative and collegial, the Chief Development Officer will be acknowledged as an authentic leader at UNICEF Canada with all staff, board members and donors. The new incumbent will lead our team with integrity, honesty and a sense of fairness. Positive and inspiring, the ideal candidate will promote a culture of trust to foster growth and enable opportunity, intuitively knowing when to delegate and when to encourage autonomy.

Supportive and flexible, the Chief Development Officer will recognize strengths and potential by listening and exploring the perspectives and voices of others. The successful candidate will work to resolve conflict with maturity and tact. Understanding the balance between diplomacy and influence, the new incumbent will combine confidence with humility to gain and build respect.

Most importantly, the Chief Development Officer will possess a genuine commitment and passion for our cause, with a fundamental belief in reducing inequities for children worldwide.

KEY AREAS OF RESPONSIBILITY

Strategic Leadership and Operational Planning

- Chart a 3-5 year line of sight for the organization.
- Oversee the development, leadership and, through the team, the execution of the multi-year Joint Strategic Plan (JSP) and provide oversight for the Annual Operating Plan (AOP) for the team and ensure integration across the organization.
- Work with the senior executive team to provide organizational leadership and decision making, and provide advice and guidance to the President and CEO and to Board members on fundraising related issues.
- Build UNICEF Canada's profile and reputation within the UNICEF family by playing an active role in our international forum.

Revenue Generation

- Drive opportunities to position UNICEF as a charity of choice, with a focus on developing strategic, long-term relationships with our key donor groups with a priority on two channels: major gifts and monthly giving.
- Act as the catalyst and visionary for fundraising campaign development, champion new markets through research, analysis, and consultation with the internal team and in partnership with the Program team.
- Assume the role of lead solicitor for major gift campaigns and solicitation strategies, donor calls and at key stewardship events with team members and personally lead and manage prospect development for all \$1 million+ opportunities.
- Work to bring the entire team around a collaborative strategic fundraising approach that enables the short term and long term achievement of goals and targets, including new business strategy, stewardship planning, and strong donor engagement tactics.
- Lead the development, recruitment and day to day relationship management of the Board Fundraising Committee.

Team Coaching and Operational Management

- Ensure integrity with our mission and values in all fundraising activities.
- Develop effective, motivated individuals and teams to achieve common goals.
- Mentor and encourage individuals to develop strengths, and support opportunities to foster professional growth.
- As the fundraising revenue grows and the pipeline for dollars becomes established, grow the development team's size and skill accordingly.
- Develop staff succession plans to ensure program continuity and donor centric engagement.
- Conduct performance reviews per HR protocols; support employee engagement strategies.
- Monitor organization-wide performance on fundraising; develop and implement corrective actions.
- Maximize further integration in order to ensure every dollar spent is spent well and ensure the maximum amount of money is raised for children.

QUALIFICATIONS AND COMPETENCIES

- Significant fundraising experience at a senior management or executive level.
- Successful track record with revenue generation and business development, including specific expertise in soliciting and closing major donations or sales within the \$1 million - \$10 million range.
- Previous experience motivating, supporting, and working with senior executives and volunteers.
- Demonstrates integrity by promoting consistency among principles, values and behaviours.
- Superior verbal and written communications skills, ability to convey big ideas with passion; strong public speaking skills; adapts communication style as appropriate.
- A go-getter, team player, and a natural relationship builder both internally and externally.
- Highly intuitive, strategic and resourceful.

- Demonstrates strong decision making and judgment skills.
- Self-aware and committed to professional and personal growth for self and team members.
- Savvy influencer and negotiator who is able to resolve conflict and navigate through contentious issues; adept at identifying and implementing risk management strategies.
- Able to work in a fast-paced environment, and to effectively prioritize and multi-task; organized, detail-oriented, with strong follow through; excellent time management and organizational skills.
- Comfortable with flexible business hours to accommodate time differences, evening or weekend events, donor support or organizational resource management.
- Excellent computer skills are required, and experience with Raiser's Edge would be an asset.
- Fluency in English is expected, and conversational French would be an asset.
- Must be available and comfortable to travel regionally and domestically on a regular basis, and internationally from time to time. A valid driver's license is required.

FOR MORE INFORMATION

KCI (Ketchum Canada Inc.) has been retained to conduct this search on behalf UNICEF Canada. For more information about this leadership opportunity, please contact Tara George or Sylvia Kadlick at UNICEFCanada@kciphilanthropy.com.

Please send resume and letter of interest to the email address listed above by **November 3, 2016**.

All inquiries and applications will be held in strict confidence.

UNICEF Canada is an inclusive workplace and is committed to championing accessibility, diversity and equal opportunity. Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the requirements for the position.

Consistent with our Child Protection Policy, the successful candidate must receive clearance by a police background check, including a vulnerable sector screen.