










Director of Development

(Nonprofit Fundraising, Major Gifts, Grants)

Dignity Network Canada

AT A GLANCE

 Location:	Remote (Ontario-based)
 Employment Type:	Part-time or Fractional (1-year contract)
 Compensation:	\$70,000 - \$80,000 CAD (for the 1-year contract)
 Target Start:	June/July 2026
 Schedule:	Flexible (approx. 3 days per week, open to discussion)
 Reports to:	Executive Director
 Technology:	BYOD (Bring Your Own Device)

OVERVIEW

Dignity Network Canada (DNC) is launching a new role for a strategic and hands-on Director of Development to lead and grow our fundraising function at a pivotal moment in our organization's growth.

Following a successful \$2M+ national campaign, this role will build on that momentum; developing a sustainable fundraising strategy, deepening donor relationships, and establishing the systems needed to support long-term growth. This is a unique opportunity to shape a development function from the ground up while contributing to global LGBTIQ human rights advocacy.

ABOUT DIGNITY NETWORK CANADA

DNC is a national network of 65+ member organizations advancing the human rights of LGBTIQ communities globally, with a focus on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC).

We connect Canadian and international movements through collaboration, advocacy, and shared learning. As we continue to grow, and as we await confirmation of our charitable status, we are building the infrastructure needed to support a resilient and diversified funding model.



KEY RESPONSIBILITIES

Fundraising Strategy & Leadership

- Lead the development and execution of DNC's overall fundraising strategy
- Build and manage a diversified revenue pipeline across individual, foundation, and institutional giving
- Partner with the Executive Director to align fundraising priorities with organizational goals

Major Gifts & Individual Giving

- Identify, cultivate, and solicit major donors across giving levels
- Partner with the Executive Director on high-value donor engagement and asks
- Develop and manage a structured donor pipeline and engagement strategy

Grants & Institutional Funding

- Identify and pursue foundation, corporate, and institutional funding opportunities
- Lead the development of compelling proposals and reports
- Support cross-functional collaboration on funder relationships (programs, partnerships, research)

Donor Stewardship

- Design and implement stewardship strategies across all donor segments
- Establish consistent practices for donor recognition, engagement, and retention
- Ensure timely and meaningful acknowledgment of all contributions, including non-cash gifts

Fundraising Operations & Infrastructure

- Partner with the Operations Manager to build and strengthen fundraising systems, including CRM and reporting tools, and improve processes and data management
- Support fundraising planning across both pre- and post-charitable status scenarios

SUCCESS IN THIS ROLE (FIRST 12 MONTHS)

- Implementation of an actionable fundraising strategy
- Built a structured and active donor pipeline across multiple revenue streams
- Secured new and renewed funding from major donors and institutional partners
- Implemented core fundraising systems and stewardship best practices
- Strengthened relationships with key donors, partners, and stakeholders



WHO WE'RE LOOKING FOR

Minimum Qualifications

- 5-10+ years of experience in nonprofit fundraising or development
- Proven success securing major gifts, grants, or institutional funding
- Experience building or managing donor pipelines and fundraising programs in early-stage and growing organizations

Core Skills & Experience

- Strong background across multiple fundraising streams (major gifts, individual giving, foundations)
- Ability to balance strategic thinking with hands-on execution
- Experience in early-stage or growing organizations is highly valued
- Strong networks within the Canadian (particularly Toronto) philanthropic community

Community & Values Alignment

- We strongly encourage applications from members of the LGBTIQ community
- Candidates with demonstrated allyship and meaningful connection to LGBTIQ movements are also encouraged to apply
- Deep commitment to equity, inclusion, and social justice
- Ability to build authentic relationships with diverse stakeholders

Additional Assets

- International experience (lived or professional), particularly in globally oriented organizations, and sensitivity to the political and cultural dynamics this involves
- Fluency in French or another language, especially where it supports engagement with global partners or diaspora communities
- Understanding of international development, advocacy, or solidarity work
- Experience engaging diaspora communities or global networks

WHY WORK WITH US

- **Meaningful Impact:** Contribute to advancing LGBTIQ rights globally
- **Leadership Opportunity:** Build and shape a fundraising function from the ground up
- **Flexible Work:** Remote-first workplace, with autonomy and trust
- **Competitive Compensation:** Includes bi-weekly compensation, benefits stipend, and paid time off (10 vacation + 5 personal days annually, adjusted for part-time schedule)

We are open to discussing the structure of the engagement — including fractional arrangements — with the right candidate.



HOW TO APPLY

Please submit your resume to: **[hiring@dignitynetwork.ca](mailto: hiring@dignitynetwork.ca)**

Accommodations are available upon request throughout the recruitment process.

Applications will be reviewed on a rolling basis, with priority given to early applicants.

Dignity Network Canada is committed to equitable hiring practices and encourages applications from individuals of all diverse backgrounds, including members of the 2SLGBTIQ+ community.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.