

Job Title: Director, Individual Giving

Location: Toronto, Canada (Only candidates who are eligible to work legally without work visa sponsorship in Canada will be considered.)

Contract Type: Full-time (40 hours per week), Permanent

Hiring Salary: CAD 108,504 – 127,000 per annum (before taxes, commensurate with experience)

Target Start Date: As soon as possible

Application Closing Date: February 9, 2026 23:59 EST

This job advert is for an existing vacancy.

About Right To Play:

For more than 25 years, Right To Play has been protecting, educating, and empowering millions of children each year to rise above adversity through the power of play.

We offer programs in 14 countries across Africa, Asia, the Middle East and North America, reaching millions of children each year in some of the most difficult places on earth, helping them to stay in school and learn, overcome prejudice, heal from trauma, and develop the skills they need to thrive. We do this by harnessing play, one of the most fundamental forces in a child's life, to teach children the critical skills they need to dismantle barriers and embrace opportunities, in learning and in life.

This work is supported by our two global offices in Toronto, Canada and London, UK; and seven National Offices in North America and Europe.

Benefits Highlights:

- Connect and collaborate with a global team who are passionate about protecting, educating and empowering children and youth using the power of play!
- Culture premised on our **Culture Code (accept everyone, make things happen, display courage, demonstrate care, and be playful)**
- Paid leaves (20 days annual leaves, 3 personal days per year)
- Competitive benefits such as medical and health insurance, group RRSP plan, and gym membership
- Learning opportunities and 5 learning and development (L&D) days per year
- More information on what we offer is available on [our website](#).

Application Method:

Apply with your resume and cover letter in English via the application link:

<https://righttoplay.hiringplatform.ca/228068-director-individual-giving-cno/1030149-application-form/en>

Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. We strongly encourage groups who have been historically disadvantaged with respect to employment to apply for positions at Right To Play.

As part of our selection process, final candidates will be required to complete security checks and Vulnerable Sector Check or equivalent criminal record check as a condition of the offer. More details about our recruitment process are available [here](#). Safeguarding information is available [here](#).

As part of our recruitment and selection process, Right To Play uses Artificial Intelligence (AI) - assisted tools to support the assessment of candidates or applications. This may include but not limited to generating and editing of job adverts, assessment and interview questions, scheduling, translation, transcription, note taking, etc. Our Applicant Tracking System (ATS), VidCruiter, also use AI-powered ChatBot to answer candidates' enquiries. These tools are used only to assist human reviewers in evaluation and do not make selection or screening decisions. All hiring decisions are made by human reviewers. All AI-assisted processes comply with applicable privacy and data protection regulations, including GDPR and PIPEDA. For more information, please refer to [RTP AI Policy](#) and our [Best Practice: Use of AI in Recruitment](#).

We value and promote a culture of diversity, equity, inclusion, and belonging. We are committed to providing accommodations to candidates with disabilities during the recruitment and selection process, and thereafter. Please reach out to the People & Culture team by email at careers@righttoplay.com. All information provided will be treated as confidential and used only to provide an accessible candidate experience.

Job Description:

Job Title: Director, Individual Giving	Grade: 9
Reports to: National Director, Canada and US	Location: Toronto, Canada
Direct Reports: One Manager	Department: Canadian National Office (CNO)

1-Purpose:

The Director of Individual Giving leads the development and implementation of strategies to grow and diversify individual giving with a primary focus on the major gift portfolio including oversight for the stewardship of existing donors and the prospecting of new major donors. The incumbent will be a primary support to the Canadian Advisory Board and also oversee the mid-level and mass market individual giving programs.

2- Accountability & Responsibilities:

Major Gift Fundraising Strategy and Donor Relations (60%)

- Lead and manage the Individual Giving program, generating over \$3 million annually through high-net-worth donors, community and family foundations, events, and mass-market initiatives.



- Manage a portfolio of 50 major gift donors and prospects by cultivating and stewarding relationships through personalized engagement strategies, overseeing solicitation pipelines and quarterly forecasts, and leading ongoing communications to drive effective qualification, conversion, and long-term stewardship.
- Support the stewardship of donors that may have the direct relationship with either the National Director or the CEO of RTP International.

Mid-Level and Mass Market Fundraising (20%)

- Provide coaching and support to the Stewardship and Engagement Manager's fundraising program while holding overall accountability for the mid-level and mass-market program.

Team Leadership, Planning, and Operational Effectiveness (10%)

- Participate in strategic, annual, and operational planning; serve as a member of the CNO Senior Management Team to support the development and implementation of organizational goals.
- Serve as an active member of the Global Community of Practice on Individual Giving.

Board Collaboration and Engagement (5%)

- Prepare regular fundraising updates and identify opportunities for their involvement, ensuring alignment with organizational goals and priorities.
- Be lead staff partner for select members of the Canadian Advisory Board and ensure their ongoing engagement with the mission of Right To Play.

Lead Event Planning and Execution for major donor events, managing all aspects from planning and execution through post-event stewardship (5%)

Perform Other Duties as Assigned

3-Scope (geographical and/or functional), Impact and Autonomy:

Lead Canadian fundraising strategies to secure over \$3M annually in unrestricted and restricted revenue, managing a small team and individual giving budgets, with significant autonomy to develop and execute fundraising plans, cultivate and solicit high-net-worth donors, allocate resources for maximum ROI, and directly drive donor growth and long-term organizational sustainability while representing the organization to major donors and key stakeholders.

4-Leadership and Staff management: This role provides strategic and operational leadership to the Individual Giving team in the CNO, including direct management of one Manager, overseeing performance, recruitment, and development while collaborating with the National Director on strategies to maximize individual giving revenue.

5-Information requirement for decision-making: This role depends on comprehensive donor and fundraising data from internal systems (CRM, dashboards) and external sources (market research, wealth screening) to shape strategy. It requires interpreting both structured and unstructured data to forecast revenue, track progress, and identify growth opportunities. Strong analytical skills are essential for ensuring data accuracy, generating insights, and driving revenue and donor engagement.



6-Innovation and Improvements: This role leads the development of a significant major donor prospecting program in the CNO that will require engaging volunteers and senior staff with increased donor engagement and pro-active fundraising.

7-Relationships & Communications: Internal / External:

Internal: Regularly collaborates with the National Director, the direct report Manager, the Senior Development Manager of Indigenous Programs, the Head of Marketing & Communications, and Donor Services to align fundraising strategies with organizational goals.

External: Builds and maintains relationships with individual donors, including high-net-worth donors and prospects and members of the Canadian Advisory Board.

8-Expertise (Certifications / Education, Professional Experience/Language):

- Bachelor's degree or equivalent experience
- Experience working in international development or related field
- 8 years of progressive experience in fundraising or a related field, with a proven track record of leading individual giving strategies to achieve ambitious revenue goals. Demonstrated expertise in qualifying, cultivating, soliciting, and stewarding high-net-worth donors and major gift prospects to build long-term philanthropic partnerships.
- Extensive experience designing, managing, and executing development events and special fundraising initiatives that drive donor engagement and maximize revenue.
- Advanced proficiency in CRM platforms and donor management systems, with strong skills in data analysis to inform strategy, monitor performance, and support decision-making.
- Fluency in spoken and written English

9-Core Competences

- **Collaboration:** Works closely with teams, the National Director, Board, and donors to align fundraising efforts and build strong, cooperative relationships that support revenue goals.
- **Growth Mindset:** Actively seeks new ideas and improvements to grow individual giving, adapting strategies based on data and donor feedback.
- **Resilience:** Stays positive and focused despite challenges, learning from setbacks and keeping the team motivated toward long-term success.
- **Professionalism:** Maintains integrity, accountability, and respect in all interactions, representing the organization with trust and strong values.
- **Management and Interpersonal Skills:** Provides clear guidance and support to the team, manages projects effectively, and mentors others to help them succeed and achieve fundraising targets.

10-Additional Information

Some international and domestic travel (5 percent) as well as occasional evening and weekend activity for donor events and meetings is expected.