



## **JOB POSTING – Senior Manager, Individual Giving**

<b>Organization:</b>	Right To Play International
<b>Department/Division:</b>	Canada National Office (CNO)
<b>Work Location:</b>	Toronto, Canada
<b>Work Arrangement:</b>	A combination of in-office and remote-working in accordance with Right To Play's work arrangement and the operational needs of the department (around 2 days per week in the office)
<b>Authorized to work in:</b>	Canada (Eligible to work legally without requiring sponsorship or work permit)
<b>Target Hiring Range:</b>	CAD 105,344 – 113,000 per annum
<b>Target Start Date:</b>	February 2024
<b>Contract Duration:</b>	Full-time / Permanent
<b>Application Closing Date:</b>	January 21, 2024 23:59 EST

### **ABOUT US:**

Right To Play is a global organisation that protects, educates and empowers children to rise above adversity through the power of play. We help millions of children each year to stay in school and out of work, to prevent life-threatening diseases and to stay safe from exploitation and abuse. We are the leading global development organization that uses play to transform the lives of children and youth impacted by poverty, war, disease and inequality.

Established in 2000, Right To Play reaches children through experiential programming in 15 countries in Africa, Asia, the Middle East, and North America. These programs are supported by our headquarters in Toronto, Canada; London, UK and seven national offices across Europe and North America.

With a shared passion for our mission, our Culture Code guides how we act and interact based on five core pillars:

- **Accept Everyone** – *Be intentional about inclusion*
- **Make Things Happen** – *Seek opportunities to lead and innovate*
- **Display Courage** – *Act with integrity*
- **Demonstrate Care** – *Look after yourself and one another*
- **Be Playful** – *Have fun at work*

Please visit [our website](#) to learn more about who we are and what we do, and [watch this video](#) to find out about the five pillars of our Culture Code.

## ROLE SUMMARY:

Reporting to the National Director, the Senior Manager, Individual Giving (SMIG) will work closely with many individuals within the CNO including the Manager of Marketing and Communications, the Senior Development Manager, Indigenous Programs and Senior Manager, Strategic Partnerships and Engagement.

The SMIG will be responsible for implementing all aspects of our strategy for the growth and development of our individual donor base. The SMIG will create and implement strategies to cultivate relationships with approximately 50 existing and prospective donors at the \$10k+ level and will work closely with the Canadian Advisory Board to identify additional prospects at the \$10K+ level. The SMIG will work closely with the National Director and the CEO on their major gift prospects and ensure there is strong support to them as they also seek to attract new major donors to the organization. The SMIG will lead a team of staff who are seeking to maximize the revenue from individuals across the mass market, mid-level and major giving revenue streams.

Traveling within Canada and internationally may be required.

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## WHAT YOU'LL DO:

### #1: Major Giving Portfolio (50% of Time):

- Manage a portfolio of approximately 50 prospects and donors
- Identify, cultivate, solicit and steward major gift donors to meet annual revenue goals
- Collaborate with colleagues and volunteers on strategy for high priority, high touch individual giving prospects
- Provide behind-the-scenes management of the donor pools for the CEO and National Director (e.g. proposals, strategy, follow-up)
- Participate in creating and implementing a multi-year plan for major donors with concrete and measurable goals, annual calendar and metrics
- Maintain database records, using CRM, tracking contact and pipeline related information
- Oversee the development of a prospect research strategy
- Conduct regular face-to-face meetings with donors and prospects, including direct gift solicitations throughout the year
- Implement strategy for Board member involvement in cultivation and stewardship including at Board member related events and fundraisers; provide Board members with necessary professional and strategic support
- Develop and maintain a thorough understanding of Right To Play domestic and international programs and use this to create opportunities for donors

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### #2: Communication, Stewardship and Events (10% of Time):

- Collaborate with the Communications team to establish a regular and engaging cycle of compelling and strategic communication for individual donors

- Support the development of meaningful donor stewardship events and engagement opportunities to support the major and mid-level giving programs
- Work closely with the Finance and Business Operations team within the CNO to maintain efficient communication and stewardship processes that ensures all individual donor segments receive appropriate communication and acknowledgment

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### **#3: Mass Market Portfolio (15% of Time):**

- Oversee the mass market and monthly donor program
- Integrate the approach to donor development so that mass market and monthly donors are reviewed for potential upgrades to the mid-level donor segment
- Oversee the development of strategic prospect and donor journeys to maximize retention and revenue for RTP
- Oversee the annual monthly giving acquisition program

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### **#4: Team Leadership and Capacity Building (10% of Time):**

- Participate in strategic, annual and operational planning at the CNO
- Serve as a member of the CNO SMT and participate in the development and implementation of the CNO's goals
- Provide coaching, mentorship and management to three direct reports while focusing on building a culture of collaboration and teamwork

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### **#5: Mid-Level Giving Portfolio (10% of Time):**

- Oversee the mid-level giving program for Right To Play donors giving between \$1,000 and \$9,999
- Support the Stewardship and Engagement Officer to ensure there is consistent cultivation, solicitation and stewardship for this donor group
- Work with the Board to enhance their engagement in the identification and cultivation of mid-level giving prospects

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### **#6: Perform Other Duties as Assigned (5% of Time)**

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## **WHAT YOU'LL BRING (ESSENTIAL):**

### **EDUCATION/TRAINING/CERTIFICATION:**

- Undergraduate degree OR comparable combination of education and lived experience

### **EXPERIENCE:**

- 8 years of professional experience in major gift fundraising, business development, prospecting, donor cultivation, relationship management, working with volunteers to identify and secure new individual donors



- Experience with meeting with donors and prospects and making the case to donate to a non-profit
- Experience in the development of successful proposals for individual and family foundation donors
- Experience managing staff

#### COMPETENCIES/PERSONAL ATTRIBUTES:

- Ability to bring creative and actionable ideas to convert donors to higher value givers
- Strong interpersonal skills in particular exceptional ability and the confidence to relate with different levels of stakeholders including high net worth individuals
- Ability to interpret and communicate complex programs and ideas to a varied audience
- Proven ability to set priorities, complete work with minimal supervision and meet deadlines
- A hands-on team player
- Ability to take initiative to ensure results; self-motivated
- Highly professional in approach and detail oriented
- Champions the culture of continuous improvement that institutionalizes learning, innovation, achievement and support. Ensures these attributes are given priority attention while conducting the business of the organization.

#### TECHNICAL SKILLS:

- Excellent prospecting skills and proven ability to work with volunteers in prospecting efforts
- Excellent written and verbal communications skills
- Strong strategic planning and critical thinking skills

#### LANGUAGES:

- Fluency in spoken and written English

#### BONUS IF YOU'LL BRING (NOT ESSENTIAL):

- Project management certification
- Experience with fundraising for internationally based and/or indigenous programs

#### WHAT YOU'LL GET:

The opportunity to collaborate with an innovative global team who are passionate about working with children and youth. You will gain experience working for a globally recognized organization with a healthy culture premised on our Culture Code (**accept everyone, make things happen, display courage, demonstrate care and be playful**). You will be immersed in an environment where learning and development is encouraged and valued, and “play” is appreciated as a core avenue to building community.

- Competitive salary and benefits (e.g. Health insurance, Group RRSP Plan, gym membership)
- Flexible work arrangements (e.g. work from home and flex hours)
- 15 days annual leaves
- 3 personal days per year



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Website: [righttoplay.com](http://righttoplay.com)



- 5 personal learning and development (L&D) days per year
- Annual learning week
- Annual staff recognition awards
- Opportunity to connect with employees across our offices (e.g. Facebook Workplace)
- Opportunity to engage in global projects and initiatives
- Wellness programs
- Playful activities and events

## HOW TO APPLY:

If you are interested in applying for this position, please apply with your resume and cover letter in English via the application link.

**Application Link:** <https://righttoplay.hiringplatform.ca/158446-senior-manager-individual-giving/653719-application-form/en>

While we thank all applicants for their interest, only those selected for interviews will be contacted. **Shortlisting of applications will begin immediately, and interviews may be held before the closing date.**

Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. As such, we encourage groups who have been historically disadvantaged with respect to employment to apply for positions at Right To Play. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

We value and promote a culture of diversity, equity, inclusion, and belonging. Should you require any accessibility related accommodations or specific adjustments to ensure fair and equitable access throughout the recruitment and selection process, and thereafter, please reach out to the People & Culture team by email at [careers@righttoplay.com](mailto:careers@righttoplay.com). All information provided will be treated as confidential and used only to provide an accessible candidate experience.

We are a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. **The successful candidate will be required to provide a satisfactory Vulnerable Sector Screening or equivalent criminal check as a condition of employment.**

## EMPLOYEE VACCINE POLICY:

To protect the health and safety of our employees and the communities we serve, Right To Play requires all employees and volunteers based in Canada to be fully vaccinated against COVID-19. **The successful**



candidate will be required to provide proof of vaccination against COVID-19 as a condition of employment.

To learn more about who we are and what we do, please visit our website at [www.righttoplay.com](http://www.righttoplay.com).