



**Distress Centres  
of Greater Toronto**

# **Director, Development (Mississauga)**

**Base Salary \$110,000 - \$115,000 / Hybrid**

About 925,000 people feel lonely in Toronto at least three days of the week. That means many of our neighbours are lonely and isolated. They don't want to be lonely and isolated. They are at much greater risk of leading a marginal existence because of their loneliness and isolation. They are at a much higher risk of self-harm. And those who are disconnected disproportionately live in poverty.

When people think of a Crisis Centre, they often think of someone who is in immediate crisis, such as a person experiencing suicidal ideation or a person in the act of self-harm. Yet many people reach out to a crisis centre out of a need for simple human connection to get through the day.

Established in 1967, Distress Centres of Greater Toronto (DCGT) is a service agency dedicated to providing timely emotional support, crisis intervention, and suicide prevention to people in distress. We are a group of well-trained individuals who are no different from you, driven by a strong will to help those in need.

As a registered charity, we receive operational funding from the City of Toronto, United Way Greater Toronto, the Ministry of Health and the Region of Peel. This funding accounts for 30% of our operating budget. This means we must fundraise 70% (approximately \$800,000) of our operating budget per year to provide our free 24-hour programs.

**Distress Centres of Greater Toronto is hiring a new Director, Development.**

## **WHAT YOU'LL BRING TO THE TEAM**

**Seven (7) years of progressive fundraising experience** with a demonstrated record of achieving targets.

- Demonstrated experience building fundraising strategies and plans that leverage entrepreneurial creativity and support revenue growth.
- Ability to analyze fundraising challenges, identify growth opportunities and develop innovative solutions to achieve objectives.
- Experience managing or supporting a comprehensive donor-centered fundraising program encompassing annual, giving. Exposure to Major Gifts and Legacy giving experience.
- Experience raising funds of similar sized organizations.
- Affinity for this cause is an asset.

**Exceptional interpersonal and relationship-building abilities.**

- Skilled in building lasting relationships with donors, volunteers, and internal teams (including the Board) to foster a culture of philanthropy.
- Ability to exercise tact and diplomacy and maintain confidentiality.

- Highly developed interpersonal, verbal, and written communication skills, with the ability to communicate effectively and foster relationships with diverse audiences.
- Skills in prospect development, management, and stewardship.
- Comfortable with ambiguity and with the ability to drive and manage change.

**Strong analytical skills** and the ability to use data to forecast revenue, assess campaign effectiveness, identify trends in donor behaviour, and guide strategic decision-making. Experience translating data into actionable insights for team members and leadership is a plus.

- Excellent problem-solving, research, and analytical skills.
- Technological fluency, including data systems and CRMs with experience using reporting applications and dashboards.
- Experience developing budgets and tracking and reporting against goals.
- Demonstrated proficiency in DonorPerfect or similar CRM.

**Demonstrated commitment to equity, diversity, and inclusive donor engagement** with the ability to build respectful, authentic relationships across lines of difference. This includes:

- An understanding of how systemic inequities affect access to resources.
- Sensitivity to the needs and experiences of diverse communities.
- Developing culturally responsive fundraising materials that reflect the language, values, and lived experiences of diverse donor communities.
- Building and sustaining relationships with donors from underrepresented backgrounds, including BIPOC, LGBTQIA+, and immigrant communities, by listening deeply, honouring their giving traditions, and creating space for shared values.
- Collaborating with program staff and community stakeholders to ensure fundraising narratives accurately reflect the voices and agency of those served.
- Organizing or participating in donor events that are inclusive and accessible—considering physical accessibility, language interpretation, and cultural context.
- Analyzing donor data with an equity lens, identifying gaps in engagement across demographics and adapting strategies to be more inclusive.
- Challenging traditional fundraising norms in favour of inclusive approaches that recognize all contributions as valuable.

### **Working Style**

- Strong relationship builder
- Team oriented and collaborative
- Self-motivated, results-oriented focus
- An effective storyteller
- Strategic - but also understands when it's important to roll up your sleeves and get the job done
- Humble - understands that raising funds for Distress Centres of Greater Toronto is about who we serve

### **Education**

- University graduate in relevant field, or an equivalent combination of education, training and expertise
- CFRE designation, an asset

## **WHAT DISTRESS CENTRES OF GREATER TORONTO OFFERS YOU IN RETURN**

- Base salary \$110,000 - \$115,000, commensurate with experience
- 35-hour work week and the ability to work flexible hours
- 4 weeks of paid vacation
- An additional 5 days paid time off (1/2 day before every statutory holiday)

- Ability to work remotely up to 3 days/week
- Up to 10 days paid leave for sick, personal and family care responsibilities
- Personal Phone \$1,000 per year
- Group Health Care Benefits:
  - o Extended Healthcare (drugs, health, dental, EFAP), 20% co-pay
  - o Life Insurance, AD&D, Long-Term Disability
  - o Healthcare Spending Account \$500 per year
- Commitment to professional development

## **APPLICATION PROCESS**

This search is being conducted on behalf of Distress Centres of Greater Toronto by *crawfordconnect*, a search firm specializing in recruiting non-profit and charitable professionals for Canada's non-profit sector.

Qualified applicants are invited to email both their **resume** and **letter of interest** directly to Liz Latimer, Senior Search Consultant at [liz@crawfordconnect.com](mailto:liz@crawfordconnect.com), in confidence.

**Deadline for applications is August 11, 2025.**

We thank all applicants for applying, however, only qualified candidates selected for an interview will be contacted.

*If someone you know may be interested in this position, feel free to forward this information- we'd be pleased to contact them.*

For more information about the position, contact [liz@crawfordconnect.com](mailto:liz@crawfordconnect.com).