Prosper Canada



DIRECTOR, DEVELOPMENT

Job posting

November 2026

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Who we are

We are on a mission

Prosper Canada is a national charity driving bold change that enables more people to prosper. Working with government, business and community partners across Canada, we are expanding life-changing financial empowerment services, innovating for greater inclusion and impact, and pursuing systemic change to remove barriers to financial well-being for people with low and modest incomes.

Diversity is at the core of what we do and who we support to build financial health. Our financial empowerment efforts focus on people with low and moderate incomes but also give particular attention to populations that face additional systemic and institutional barriers, including Indigenous Peoples, members of racialized communities, and people living with disabilities. In our work, we seek diverse perspectives that represent the lived experience, needs, and challenges of the people we serve. Our goal is a Canada where everyone has the opportunity and support they need to achieve financial well-being and live with dignity, stability, and possibility.

In our organization, we value being collaborative, human-centred, and forward-thinking and strive to create a culture where all feel valued, respected, and a true sense of belonging. We see power in diversity, equity, and inclusion; recognize, accept, and celebrate our differences; and believe we can help everyone thrive by being our boldest true selves.

Join us in supporting and empowering everyone in Canada to prosper.



The opportunity

Building Financial Well-being for people in Canada

Prosper Canada is seeking a dynamic and experienced development leader to join our Business Development Team, as our Director, Development.

The successful candidate will lead efforts to grow and diversify our revenue base to advance our new Strategic Plan 2026-30 and our longer-term sustainability, leveraging our longstanding relationships with a broad cross-section of government, corporate, and foundation partners and our track record of transformational scaled impact. While overseeing an integrated fundraising portfolio, this role places significant emphasis on multi-year corporate and foundation partnerships, principal giving, and transformational philanthropy with an annual fundraising achievement of approximately $7M per year. This fundraising goal will grow over time with the growth of our programs and national service system funding needs.

Prosper Canada's flagship program, **Resilient Futures**, supports free, high-quality, community financial-help services across Canada that will enable 1 million people with low/moderate incomes to build their financial capability and well-being and connect them to $2 billion in additional income by March 31, 2029. In parallel, we are innovating for greater inclusion and impact; building financial empowerment knowledge and capacity through research, evaluation, tools, and training; and working with partners in all sectors to promote institutional and systemic changes that remove barriers and help people with low and moderate incomes to build their financial stability, resilience, and well-being.

With 44% of working Canadians reporting that they are financially stressed, this work has never been more critical.

Recognizing this, the federal government has invested $60 million to help us scale free, financial-help services, and we receive substantial and growing support from Canada's corporate and foundation sectors, as well as a small pool of individual donors. However, there is still a significant need, and great potential, to grow our revenue so we can sustain, develop, and expand services to more communities, and promote complementary policy and regulatory solutions.

We are seeking an entrepreneurial leader to help us grow these revenue streams while building out our newer individual giving stream, including a high-net-worth individual giving program. From time to time, they may also be asked to oversee development and submission of proposals to selected government calls for proposals.

The successful candidate will lead efforts to identify, cultivate, solicit, and steward Prosper Canada's most significant philanthropic partners while building the strategies, systems, and organizational capacity required to support long-term fundraising growth.

They will report to the Vice President, Strategy and Development and manage our growing Business Development (BD) team – currently 1 Manager, Development; 1 Manager, Corporate and Foundation Relations; and 1 Officer, Development.

As a member of our Senior Operational Leaders Table, they will collaborate with all Directors across the organization and our Finance and HR managers to align on and advance operational priorities, strengthen operational effectiveness, manage cross-team interdependencies, and address operational risks.

They will also work closely with our Frontline and System Change program Directors to align our fundraising efforts with strategic program priorities and funding needs and collaborate with the Directors of our Marketing and Communications and Information Systems teams to inform, engage, and recognize our funders and donors, and ensure we have the systems and processes in place to effectively steward and develop these relationships.

As the architect of our fundraising strategy, the successful candidate will help shape organizational fundraising priorities, engage their fellow Directors in fundraising efforts as needed, and strengthen Prosper Cananda's ability to achieve ambitious fundraising goals while mentoring and supporting a high-functioning Business Development team.

This is an opportunity to join a high-impact, dynamic, and growing organization that is transforming Canada's financial-help ecosystem and measurably improving the lives of hundreds of thousands of Canadians annually.

The successful candidate will help shape the future trajectory of philanthropy at Prosper Canada and help us to build a Canada where everyone has the opportunity and support they need to achieve financial well-being.



Responsibilities

Summary

The successful candidate will be an experienced fundraising leader with a demonstrated record of success leading complex fundraising programs, securing transformational philanthropic investments, and building high-performing teams. They will possess the strategic perspective, leadership presence, and relationship-building capabilities required to engage effectively with senior leaders, sophisticated donors, volunteers, and external partners. They will contribute to Prosper Canada's long-term sustainability by helping to shape our organizational strategy, strengthening alignment between funding partners and program funding priorities, and ensuring business development insights inform broader organizational decision making.

Leadership, strategy, and planning (25%)

- Contribute to organizational strategy development, planning, and decision-making.
- Drive funding strategy and sustainability by leading collaboration with all Directors and internal teams to mobilize resources and build/manage funder relationships.
- Work with the VP, Strategy and Development and BD team to develop strategies and plans for all fundraising streams to achieve the organization's revenue goals.
- Work with senior leadership to ensure the BD team has an up-to-date understanding of organizational funding needs and the capacity to meet donor requests.
- As a member of our Senior Operational Leaders Table, work with other senior leaders to strengthen operational effectiveness.
- Collaborate to align strategies and plans with other departments (e.g., Frontline Programs, System Change Program, Marketing and Communications, Information Systems) and ensure a shared approach to donor engagement and stewardship.
- Promote a culture of philanthropy throughout Prosper Canada, building awareness with internal partners and cultivating support for donor engagement and stewardship.
- Work with the VP, Strategy and Development to develop and manage the Business Development budget and establish, monitor, and report on key performance indicators.
- Act as an ambassador for Prosper Canada, including attending networking events to engage and cultivate relationships with prospective and existing donors.
- Partner with Marketing and Communications to leverage executive thought leadership, strategic events, media opportunities, and public engagement activities in support of fundraising objectives.
- Provide strategic guidance and support to colleagues and volunteers to enhance donor solicitation, engagement, and fundraising effectiveness.
- Stay informed on trends and best practices, integrating new approaches to advance fundraising innovation and strengthen overall results.
- Ensure compliance with ethical, fiscal, and legal standards in fundraising practices.

Fundraising and donor relations (45%)

- Establish and drive attainment of annual revenue goals for the BD team, and support and coach your team, senior leadership, and Board members to achieve fundraising objectives.
- Support and guide BD Managers to build, monitor, and strengthen the organization's donor pipeline.
- Support the CEO, VP, Strategy and Development, and senior volunteers to cultivate, solicit, and steward principal and major gift donors.
- Manage a personal portfolio of six-figure and above major gift donors and prospects, ensuring effective cultivation, solicitation, and stewardship.
- In collaboration with the Director, Systems Change, identify and capitalize on government funding opportunities.
- Work in partnership with the Marketing and Communications and program teams to ensure fundraising communications, donor stewardship, recognition activities, public announcements, and impact reporting align with Prosper Canada's brand, communications strategy, and organizational priorities.
- Work with Frontline Programs, System Change Program, Research and Evaluation, and Marketing & Communications teams to identify compelling stories and combine these with relevant outcome and impact evidence to support stewardship, renewal, and prospect cultivation efforts.
- Work closely with BD Managers and Officer to design and implement a donor cultivation and stewardship framework that strengthens the prospect pipeline.
- Draft gift agreements aligned with proposals and Prosper Canada contract templates and ensure fulfillment of stewardship and recognition commitments.
- Track and report on fundraising performance and progress toward major and mid-level giving targets.
- Work with the Finance team to prepare financial reports and analysis of donor trends.
- Monitor program revenues and expenses to ensure alignment with budgetary targets.

Team leadership and capacity building (20%)

- Foster a culture of clarity, collaboration, learning, and continuous improvement within the BD Team and across the organization more broadly.
- Ensure consistent application of organizational performance management and development policies and processes for all BD staff and the provision of team and individual learning and training opportunities as needed.
- Champion accountability, equity, and inclusion within the BD team and the organization more broadly.
- Build and lead a high-performing team, providing leadership and guidance focused on major, planned, and mid-level giving, and long-term corporate and foundation partnerships.
- Work with team members to set team-level and individual Objectives and Key Results that encourage growth and manage and support individual team members to achieve these.
- Ensures BD staff capacity, workload, and wellbeing are actively managed, particularly during periods of growth, peak activity, and/or change.
- Assess current team knowledge, capacity and experience, and provide individualized coaching and professional development opportunities to foster the development and success of all team members.
- Collaborate with the VP, Strategy and Development and CEO to support them, members of the Board of Directors, and other senior volunteers to meet fundraising goals.

Data, reporting, and administration (5%)

- Oversee the accurate and timely addition of donor/funder information in Donor Perfect.
- In collaboration with the Information Systems team, assess and advise on the ongoing development of our fundraising CRM to support pipeline development, planning, and strategic decision making.
- Work closely with the Information Systems team to ensure technical upgrades where needed.
- Support revenue forecasting, budget tracking, and basic expense processing for team activities.
- Ensure full compliance with organizational policy and guidelines respecting personal data privacy and confidentiality.
- Support VP, Strategy and Development to make accurate fundraising reports to the Board of Directors and CEO.

Sector, organizational, and equity knowledge building and professional development (5%)

- Work with VP, Strategy and Development to identify and pursue annual personal development goals and opportunities
- Participate actively in staff learning and training activities
- Participate actively in learning related to diversity, equity, and inclusion
- Identify, pursue, and recommend opportunities to apply learning to your role and the organization.

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties as and when necessary.

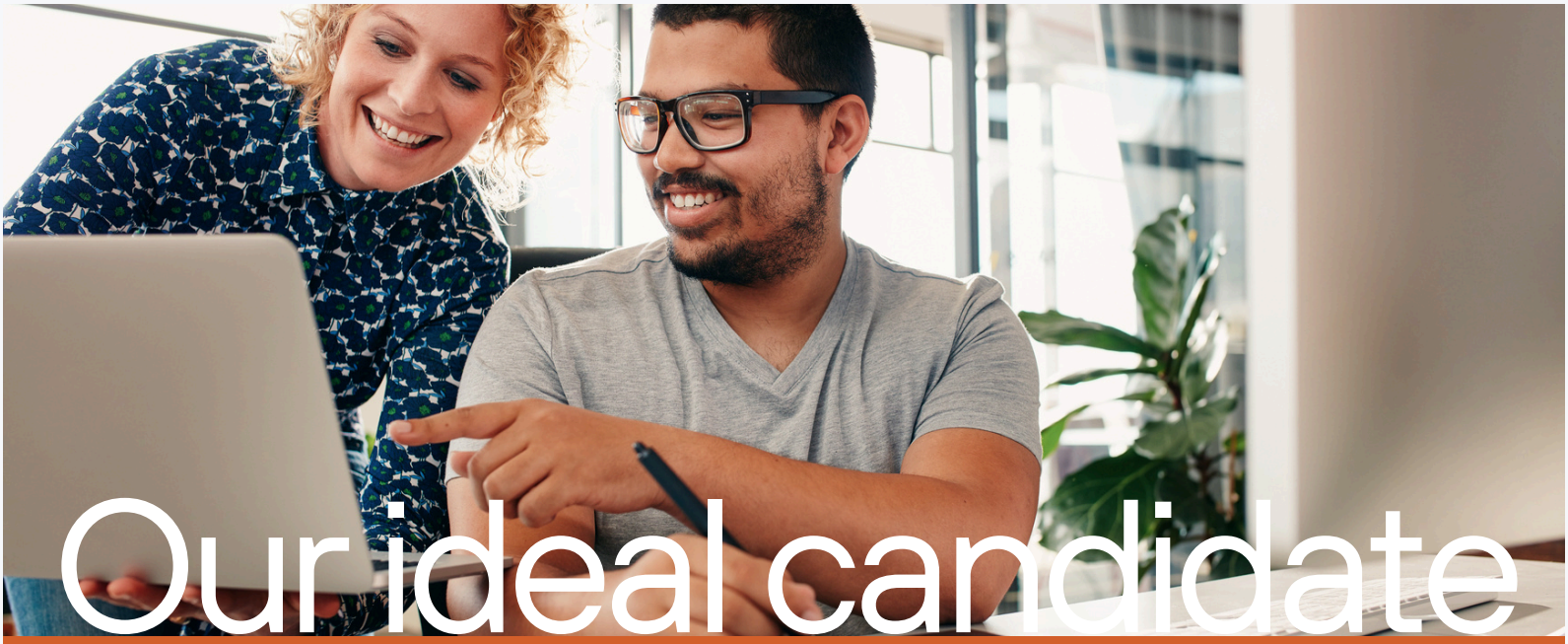
What success in this role looks like over the next two years

At 6 months:

- Relationships with internal partners are forged and roles, responsibilities, and effective ways of working are mutually understood, agreed to, and implemented.
- Fundraising goals are assessed and confirmed and plans to achieve them are developed.
- Effective and productive relationships are established with your team (2 Managers and 1 Officer) and coaching and performance management processes are established to support team success.
- Effective working relationships are established with consultants supporting the BD team.

At one year:

- BD team members are effectively supported to achieve individual and team key results.
- You have established a personal portfolio of leadership donors and have supported the CEO, VP, Strategy and Development, and Board volunteers to establish their own portfolios of individual prospects.
- Approach strategies for all leadership prospects/donors have been developed with support from external consultant and Managers.
- Relationship building is underway with 80% of personal donor portfolio.
- Annual fundraising goals have been met or exceeded providing the organization with the core operating revenue it needs (approximately $7M)
- Plans for the following fiscal year have been developed to meet funding needs across our strategic program priorities.



Our ideal candidate

Experience and competencies

Candidates must clearly demonstrate how they meet the **essential** criteria to be considered for an interview.

Candidates should highlight **desirable** criteria they possess to gain a competitive edge over other candidates at shortlisting or interview stage.

	Essential criteria Minimum (non-negotiable) qualifications, skills, experience, and/or knowledge needed to perform the job effectively.	**Desirable criteria** Preferred nice-to-have attributes like additional certifications or advanced skills that give a candidate a competitive edge, but are not critical to performing the core duties.
Experience	• 7-10 years of progressive leadership experience with major gifts, preferably with campaign experience in a charitable organization. • Direct experience in soliciting gifts of $1M or more. • Proven track record in all aspects of revenue development, including pipeline development, solicitation, and management of leadership and transformative gifts. • Demonstrated ability to build and sustain collaborative and trusting relationships across internal and external stakeholders.	• Experience working in a national community and/or health sector organization that fundraises across Canada. • Experience working in a complex, matrixed organization. • Advanced experience with DonorPerfect or another donor database/CRM.

	Essential criteria Minimum (non-negotiable) qualifications, skills, experience, and/or knowledge needed to perform the job effectively.	Desirable criteria Preferred nice-to-have attributes like additional certifications or advanced skills that give a candidate a competitive edge, but are not critical to performing the core duties.
Experience	• History of building, leading, and retaining high-performing teams through effective recruitment, coaching, management, and staff motivation. • Demonstrated success engaging senior volunteers and non-fundraising staff to advance philanthropic goals. • Experience building fundraising infrastructure, including policies, processes, and KPIs contributing to revenue growth.	
Skills and Knowledge	• Strategic leadership: Develops multi-year plans that align with and effectively advance the organization's strategic priorities and adapts these to evolving trends and conditions as needed. • Operational excellence: Champions process improvement, data-driven decision-making, and compliance. • Cross-functional collaboration: Works effectively across teams and departments to achieve shared goals and deliver on commitments.	• Insight and innovation: Introduces creative solutions to advance organizational priorities. • Equity and inclusion: Demonstrates cultural awareness and sensitivity, championing inclusivity, diversity, equity, and accessibility in all aspects of work. • Field knowledge: Familiarity with the financial empowerment sector and related service and policy domains particularly with respect to those with low to moderate incomes.

	Essential criteria Minimum (non-negotiable) qualifications, skills, experience, and/or knowledge needed to perform the job effectively.	Desirable criteria Preferred nice-to-have attributes like additional certifications or advanced skills that give a candidate a competitive edge, but are not critical to performing the core duties.
Skills and Knowledge	• Builder mindset: Brings entrepreneurial energy and vision to create, scale, and strengthen fundraising programs and donor pipelines. • Donor-centric: Centres the donor/funder and builds authentic relationships that enable them to feel valued, inspired, and connected to impact. • Influence and persuasion: Inspires action and commitment by finding and building on common ground and engaging others with clarity, credibility, and confidence. • Adaptability and resilience: Works effectively in a fast-paced and continuously evolving environment by embracing a learner mindset and flexibility. • Integrity and professionalism: Demonstrates high ethical and quality standards and behaviour consistent with organizational values. • Sound judgment: Applies critical thinking and problem-solving skills to make balanced, well-informed decisions.	
Qualifications	• A university degree or diploma from a recognized post-secondary institution.	• Certified Fundraising Executive (CFRE) designation is preferred and/or involvement in AFP or CAGP • Graduate certificate or degree in Philanthropy



What we offer

Prosper Canada offers

The opportunity to work in a mission-driven, values-based environment where you can help drive large-scale social impact.

Our staff enjoy:

- Supportive work policies with a hybrid office environment
- A collaborative work environment with a strong culture of learning and innovation
- Opportunities for professional development and to participate in cross-team working groups and projects

Compensation package: The salary range for this position is $117,500 to $127,500 per annum. Compensation for this role falls within this range and will be determined based on the experience, skills, and qualifications of the selected candidate. On successful completion of a probation period, the candidate will also participate in a full suite of employee benefits including:

- 20 paid vacation days
- Additional paid time off when we close the office from Dec 24th through Jan 1st
- 3 paid personal days
- 15 paid sick days
- Group medical and dental benefits
- Employee Assistance Program
- Employer RRSP contribution and membership in the Common Good retirement savings plan
- Paid professional development opportunities.



Application details

How to apply

Employment type: Full-time permanent

- Vacancy status: Existing vacancy
- Job location: 60 St. Clair Avenue E., Toronto ON
- Travel: Within the Greater Toronto Area

Prosper Canada operates on a hybrid work basis. In-person attendance is periodically required for all staff but may vary by team and position. While many duties may be performed remotely, employees are expected to periodically attend in-person meetings, team events, training sessions, and organizational activities in Toronto. As our hybrid work guidelines continue to evolve, the frequency of required in-person attendance may change based on team and organizational needs. **Applicants should be able to travel to Toronto meetings and events as required.**

Application deadline: November 29, 2026

Start date: As soon as possible

How to apply: Please email a cover letter and resume to hr@prospercanada.org with subject line "**Application for Director, Development"**



Prosper Canada is committed to equitable and inclusive recruitment practices. We value and welcome:

- Applicants from racialized groups, including, black, Indigenous, and people of colour.
- Applicants of all gender expressions and sexual orientations, including queer, trans, and two-spirit people.
- Your personal experience of living on a low income, being a newcomer, or living with a disability, and the insights and perspectives this would bring to your work.
- Your understanding of the concepts of institutional and structural racism and bias and their impact on underserved and under-represented communities.
- Your ability to build empathetic relationships with a broad range of people, including diverse communities living on low incomes.