



Director of Philanthropy & Engagement

Full time, permanent position – 37.5 hours per week

Mid-March 2025

Who are we?

Food is not the solution to food insecurity, but people need support today. Knowing this, we collect and distribute more than three million kilograms of food annually to 140 member food banks, meal programs, and shelters across the province. This equates to over \$1 million worth of food each month. We also support member agencies as they build capacity to serve their communities, and partner with communities across Nova Scotia to explore innovative new solutions to food insecurity. While we help Nova Scotians meet a very basic need, we're raising awareness of the root causes of food insecurity - things like systemic racism, low wages, inadequate income support, and unaffordable housing. We believe all Nova Scotians deserve just, dignified, and secure access to food, and no one should have to rely on charity to meet their most basic needs.

What is a Director of Philanthropy & Engagement?

The Director of Philanthropy and Engagement leads the organization's efforts in fundraising, marketing, communications, and community engagement to drive mission impact. Reporting to the Executive Director, this role develops and implements multi-year strategies to grow sustainable revenue streams, expand community outreach, and strengthen stakeholder engagement. With a focus on equity and social justice, the Director builds partnerships and mobilizes resources to address food insecurity and its root causes. Drawing on extensive experience in fundraising, marketing, and communications, the Director champions innovative initiatives, amplifies Feed Nova Scotia's voice, and fosters connections that inspire transformative support from donors and the community. As part of the senior leadership team, the Director will guide transformation, working collaboratively to align communications, marketing and fundraising strategies with our evolving mission, vision and values.

What does the Director of Philanthropy & Engagement do?

The Director will lead both the Communications & Marketing and the Development & Fundraising portfolios, while contributing to the strategic vision and function of the senior leadership team:

- Develop and implement a comprehensive communications, marketing, and fund development strategy to align with organizational goals
- Coordinate all aspects of a comprehensive fundraising program including major gifts, grant applications, fundraising events (internal and third party), direct mail, online giving, planned giving, and donor stewardship
- Guide organizational transformation by leveraging storytelling, brand alignment, and community engagement to position Feed Nova Scotia as a leader in addressing food insecurity

- Oversee the integration of Justice, Equity, Decolonization, Diversity, and Inclusion (JEDDI) principles into all communications and fundraising activities
- Build and lead a high-performing team across both functions, by providing guidance and support, fostering a culture of innovation, accountability, collaboration, respect and excellence
- Manage, analyze and report on all revenue development, fund development and communications strategies and programs

Key Communications Responsibilities:

- Brand Management
- Content Creation
- Media and Public Relations
- Campaign Support

Key Fund Development Responsibilities

- Donor Stewardship and Cultivation
- Campaign Planning and Execution
- Grant Writing and Reporting
- Event Management
- Stakeholder and Community Engagement

Working Conditions

The Director of Philanthropy and Engagement role requires flexibility to work evenings and weekends, on-call availability, and active engagement in the community through events and initiatives. To support healthy work life balance, flexible and remote work options will be available, as per organizational policy and procedures.

What are we looking for?

- Proven leadership experience in communications, marketing, and fund development, ideally within a nonprofit or mission-driven organization
- Strong strategic thinking skills with the ability to lead and adapt through organizational transformation
- Demonstrated experience in brand development, public relations, and multi-channel marketing
- Track record of meeting and exceeding fundraising goals across diverse revenue streams
- Excellent communication and interpersonal skills with the ability to inspire and engage diverse audiences
- Commitment to social justice, equity, and the principles of JEDDI
- Proficiency in leveraging data, analytics, and digital tools to optimize campaigns and fundraising efforts
- Strong project management skills, with the ability to balance multiple priorities in a fast-paced environment
- Undergraduate or postgraduate degree (preferable) in public policy, nonprofit management, social sciences, marketing, or a related field
- 7-10 years of experience in a senior leadership position with at least three years in a supervisory role; equivalent combination of education and experience will be considered
- A Certified Fundraising Executive (CFRE), or equivalent, credential is preferred
- Centres equity, diversity, and inclusion in their work, understanding this is essential for fundamental change, and holds others accountable to do the same

Compensation

The annual salary range for this position is \$102,302-\$120,356, paid out on a biweekly basis. Our total compensation package includes four weeks of paid vacation, 15 additional days per year of paid time off, an Employee Assistance Program, group insurance (after 3 months) and an employer contributed group RRSP (after 6 months).

Application Instructions

For your application to be considered, please ensure that it includes the following:

- Cover letter introducing yourself, that indicates how you meet the requirements of this position
- Resume focusing on your interest in and alignment with the role, highlighting relevant skills and experience

If you are looking for a truly unique and powerful opportunity to serve your community, please submit your cover letter and resume in one PDF document that clearly indicates how you meet the requirements of this position to: recruitment@feednovascotia.ca by 11:59pm on Sunday, February 2, 2025. Please include “*Director, Philanthropy and Engagement*” in the subject line to help us action your application more efficiently.

Summary

There is no such thing as the perfect candidate. If you don't meet all the requirements, we encourage you to apply and share your story with us; what do you bring to the table that positions you for success in this role? We aren't looking to hire someone who checks all the boxes. We want someone who is passionate about our mission, who has the potential to do great work with the right tools and resources, and who is willing and ready to learn alongside our team as we work towards making positive, sustainable change in our community.

At Feed Nova Scotia, we prioritize cultivating a diverse and inclusive workforce, understanding its critical role in driving innovation and fostering a sense of belonging. Our commitment extends to creating a work environment that authentically represents the communities we serve.

We welcome applications from all interested individuals, placing a particular emphasis and priority for candidates from historically excluded groups. We actively encourage submissions from those identifying as African Nova Scotian, Mi'kmaq, Black, racialized, Indigenous/First Nation, a person with disability, 2SLGBTQIA+, and newcomers to Canada. We invite you to share this information in your cover letter or resume, and we invite you to express your pronouns.

If you require any accommodations to submit your application successfully, please contact us via e-mail at recruitment@feednovascotia.ca or by phone at 902-457-1900. Thank you for your interest in working with us at Feed Nova Scotia!