

Job Title: Vice President, Development

Location: Waterloo – in office with some work-from-home flexibility (remote is not an option)

Reports to: President & CEO

Organization: Shad Canada

Type: Full-time, Permanent

About Shad Canada

Shad Canada is a national non-profit that empowers exceptional high school students to unlock their full potential through immersive STEAM and entrepreneurship programming. Each year, hundreds of students from across the country attend our transformational program that builds leadership, innovation, and real-world problem-solving skills.

At Shad, we believe youth can—and should—shape a better future. Join us in connecting tomorrow's leaders with opportunities that help them thrive.

Position Overview

Shad Canada is seeking a visionary and results-driven Vice President, Development to lead the organization's global fundraising strategy and support Shad's ambitious growth plans. Reporting directly to the President & CEO and serving as a key member of the executive team, the VP will be responsible for taking Shad's strong history of philanthropy to the next level by developing a strategic, growth oriented revenue plan, cultivating major gifts, stewarding corporate and foundation partnerships, enhancing alumni support and working closely with colleagues from all departments to advance Shad's mission.

The successful candidate is a strategic relationship builder with a proven record of philanthropic leadership and program development, an entrepreneurial spirit, the ability to close major gifts, and a deep commitment to empowering youth through education and innovation.

Key Responsibilities

Strategy & Leadership

- Develop and execute a comprehensive development strategy for growth encompassing major gifts, corporate partnerships, foundations, alumni, planned giving, and annual campaigns.
- Provide leadership and vision to the Development team, fostering a culture of excellence, collaboration, and accountability.
- Serve as a key advisor to the CEO on fundraising strategies, emerging opportunities, and organizational priorities.
- Create annual revenue goals, budgets, and KPIs aligned with Shad's strategic plan.

Fundraising & Partnerships

- Cultivate and solicit major gifts from individuals (including alumni), corporations, and foundations to support programmatic priorities.
- Oversee the creation of compelling proposals, cases for support, and partnership materials that clearly articulate Shad's impact.
- Build and maintain a robust donor pipeline, employing data-driven tools to monitor engagement and giving patterns.
- Deepen relationships with existing supporters while identifying and engaging new partners.
- Ensure donor recognition and stewardship programs reflect best practices and Shad's values.



Team Development & Operations

- Lead and mentor a high-performing Development team
- Collaborate cross-functionally with Marketing, Program and External Relations teams to align messaging and leverage storytelling for donor engagement.
- Oversee CRM and fundraising systems to ensure data integrity, analysis, and reporting accuracy.
- Lead innovation in fundraising by leveraging digital giving strategies and emerging technologies, including AI-driven tools, to enhance donor engagement, optimize campaigns, and drive sustainable revenue growth.
- Drive operational efficiency and use of technology to enhance fundraising effectiveness.

Qualifications

- 10+ years of progressive experience in fundraising, advancement, or development, with at least 5 years in a senior leadership role.
- Demonstrated success in securing major gifts and multi-year partnerships of significant value (\$100K+).
- Proven experience building programs and leading high-performing teams.
- Exceptional communication, presentation, and relationship-building skills.
- Strategic thinker with analytical acumen and the ability to translate vision into measurable results.
- Strong understanding of philanthropy, donor engagement strategies, and corporate social responsibility.
- Experience with CRM and donor management software.
- Passion for education, youth development, and mission-driven work.

Why Join Shad Canada?

- Be part of a mission-driven leadership team shaping Canada's next generation of leaders.
- Opportunity to build a culture of philanthropy with lasting impact.
- Competitive executive compensation and benefits package.
- Collaborative, innovative, and values-based work environment.

To Apply:

Please submit your cover letter and resume to hiring@shad.ca by November 12, 2025.

Shad Canada values the diverse and intersecting identities of its participants, team members and contractors. We believe that equity and diversity is an integral part of the Shad community and are committed to accessibility for all. We encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis, and/or Inuit/Inuk, Black, racialized, a person with a disability, women, and/or 2SLGBTQ+. All qualified candidates are encouraged to apply.

