



# Senior Director, Major and Principal Gifts

la fondation  
de l'hôpital  
de montréal  
pour enfants  
the montreal  
children's  
hospital  
foundation



## EXECUTIVE BRIEF





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### FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of The Montreal Children's Hospital Foundation. For more information about this opportunity, please contact Sylvie Battisti, Vice President, KCI Search + Talent by email at [MCHF@kcitalent.com](mailto:MCHF@kcitalent.com)

**Applications will be considered as they are received, and candidates are encouraged to apply early with a resume and a cover letter of interest to the email address listed above. The final submission deadline is **October 5, 2022**.**

The Montreal Children Hospital Foundation is an equal opportunity employer and encourages applications from all qualified applicants. Accommodations will be provided at any stage of the hiring process upon request. Applicants requiring accommodation during the interview process should contact Sylvie Battisti with any enquiries or for assistance.

**Please note that the hiring salary range for this position is \$125,000 – \$150,000.**

In compliance with the measures that have been put in place by the Government of Quebec, The Montreal Children Hospital requires full vaccination for all new hires and employees who will be accessing the Hospital, including Foundation staff. Individuals will be required to provide proof that they are fully protected and exemptions will only be considered for defined medical conditions as determined by the provincial Ministry of Health.



## Senior Director, Major and Principal Gifts The Montreal Children's Hospital Foundation

### THE OPPORTUNITY

The Montreal Children's Hospital Foundation is seeking an experienced leader, relationship-builder, and senior major gift fundraising professional to join our team as Senior Director, Major and Principal Gifts, and to inspire philanthropy that will support innovation in research, teaching and healthcare at The Montreal Children's Hospital (MCH) within the McGill University Health Centre (MUHC).

Reporting to the Senior Vice-President, Planning and Development, the Senior Director, Major and Principal

Gifts will be responsible for planning, organizing and executing a comprehensive program generating major and principal gifts, and planned gifts, to further the Montreal Children's Hospital Foundation's mission of supporting excellence in pediatric care. The new incumbent will manage a portfolio of high-capacity prospects and donors including individuals, privately-owned corporations and family foundations.

It is a truly exciting time to join our professional and highly dedicated team as the MCH Foundation is in a period of growth and innovation as well as in the midst of our first major fundraising campaign in 28 years with a goal of \$200 million. The successful candidate will play a key role in our momentous multi-year capital campaign by developing strategy and implementing tactics to identify, cultivate, solicit and engage major gift and planned giving supporters. The Senior Director, Major and Principal Gifts will work closely with senior volunteers and lead a high performing team of three fundraising professionals offering the finest experience to donors who share our belief in providing children and families with the best possible care and outcomes.



### ABOUT THE MONTREAL CHILDREN'S HOSPITAL

Since 1904, the Montreal Children's Hospital of the McGill University Health Centre has been a leader in extraordinary events in the world of pediatric medicine. The hospital offers an unmatched blend of caring, innovation, uncompromising standards and dedication to public service that has characterized the institution since its founding.

The Montreal Children's Hospital is a tertiary and quaternary care pediatric teaching hospital affiliated with McGill University's Faculty of Medicine. Generations of healthcare professionals have trained at the MCH and it is the only pediatric facility serving the MUHC.

The MCH constantly pioneers new expertise through research, innovation and sharing of knowledge to meet the ever-changing needs of our young patients with new and better therapies. Many physicians, nurses and healthcare professionals at the Children's carry out research with the McGill University Health Centre Research Institute, one of the largest and most comprehensive medical and life sciences research facility of its kind in Canada.



As the oldest pediatric hospital in Quebec, the MCH provides specialized care for patients in areas that cover 63% of the province of Quebec. Each year, tens of thousands of children and families from across Quebec and beyond seek care from our health professionals. Over 60% of children admitted to the MCH have more than one disease or condition that must be addressed by an array of specialists..

The Montreal Children's Hospital is located at the Glen site of the MUHC and offers efficient spaces that support today's best practices in pediatric medicine including 154 single-patient rooms, a 52-bed neonatology unit, 6 operating rooms and 6 intervention rooms. With single-patient rooms, state-of-the-art equipment and an innovative design to accommodate the best modern pediatric medicine has to offer, as well as its pediatric Centre for Innovation Medicine which supports on-site clinical trials, the Hospital is uniquely placed to blend teaching and research with cutting-edge patient care. With a focus on patient

and family-centered care, caring is part of its DNA.

## ABOUT THE MONTREAL CHILDREN'S HOSPITAL FOUNDATION

The Montreal Children's Hospital Foundation plays a crucial role in supporting excellence in care at The Montreal Children's Hospital of the MUHC by contributing to the advancement of teaching and research, and by purchasing cutting-edge medical equipment.

**Our mission** is to inspire and mobilize the community to support relentless innovation in research, teaching and care at the Montreal Children's Hospital, an internationally-renowned pediatric centre providing highly-specialized healthcare.

**Our vision** is to transform care so that every sick child has the opportunity to reach their full potential, to the best of their ability. That is why, thanks to our donors, we support programs with humanitarian values.

**Our core values:** We believe that giving must do good and feel good. This is why we are donor-centered and respectful, we behave with integrity, value teamwork and are dedicated to making others and ourselves shine.



## THE UNEXPECTED WAYS TO HEAL CAMPAIGN

In 2019, The Montreal Children's Hospital Foundation launched a major \$200-million campaign, the most ambitious pediatric fundraising goal in the history of Quebec, to support innovation in care, research and teaching at The Children's and at the Research Institute of the McGill University Health Centre. The goal is to raise \$200 million for the hospital by 2026 and as of April 2022, more than half has been raised in gifts and pledges. The campaign is spearheaded by a 41-member volunteer [Campaign Cabinet](#).

### FUNDING PRIORITY PROJECTS

Innovation is the key to progress, and the MCH is uniquely positioned to make new breakthroughs, set new standards and move mountains. Among the priority projects:

- **Smart Hospital:** To put children back in their parents' arms, where they belong, with a pilot project to develop wireless vital signs monitoring. It will be a first for children in Canada and will serve as a model for other pediatric hospitals.
- **Intermediate Complexity Coordination and Navigation (I-CCAN) Service:** To create Canada's first complex care centre to deliver personalized, comprehensive and coordinated care at the Hospital, in the community and at home. Our evidence-based best practices and programs will serve as a template for others.
- **Pediatric Centre For Applied Nanomedicine:** In this pilot project, we will eliminate painful bone and tissue biopsies, and give new hope to children with brain tumours. We are developing simple blood tests to detect the exosome fingerprint to identify and monitor cancerous tumours. These discoveries will serve as a model for other diseases and pediatric hospitals throughout the world.
- **Pediatric Centre For Applied Genetics:** To create the first clinic in Canada dedicated to discovering the genetic links that predispose children to cancer. We will screen all young cancer patients, using artificial intelligence and our unique research platforms to identify risk factors for secondary cancers and remove this stressful burden from children and their families.
- **Applied Biological Therapies Centre Of Excellence:** Biological therapies are the fastest growing treatment for children with autoimmune diseases and will be the treatment of choice for almost 50% of them in 5 years. However, not all children respond identically, and little is known about the long-term effects on kids. We will discover and improve personalized therapies with fewer side effects, starting with a real-time study of 350 patients in year 1, and adding 50 to 100 more each subsequent year.
- **The Healing Art Project:** To create partnerships with Montreal's cutting-edge multimedia agencies and Quebec's artistic talent to fill The Children's with purposeful healing art, which has been proven to speed healing by reducing children and teens' anxiety, stress and perception of pain.



#### Heal

The Children's is one of Canada's only research institutes to study health from fetus to old age, to innovate in how we treat illness and take care of our families.



#### Love

Human touch is in The Children's DNA. Representing a modern Quebec, the Hospital is a world leader setting the standard for patient and family-centered care.



#### Bond

The Children's covers 63% of the province and speak 47 languages. Affiliated with McGill University for 115 years, the Hospital provides cutting-edge care to families in Quebec, from the Outaouais to the Great North.

Two major projects that have been 100% funded by transformational gifts from donors to the Foundation's *Unexpected Ways to Heal* campaign are the [Centre For Complex Pain](#) (to expand services for children and teens living with complex pain) and [Minnie's Hope](#) (to support an innovative pediatric centre project spearheaded by First Nation communities in Northern Québec communities). We have also recently opened the doors to [Le SPOT Montréal](#), a specialized centre for adolescent mental health entirely funded by our donors, and one of the largest ambulatory centres in Canada for teens in suicidal crisis.

The MCH Foundation's annual revenue as of year-end March 2022 is \$35 million. During this past outstanding year, the Major and Principal Gift program generated \$12 million and realized planned gifts totalled \$5 million.

In 2020-2021, the Foundation contributed \$17.7M in support to MCH. Of that amount, the Hospital allocated \$7.3M (41%) to finance research and provide academic support, \$1.6M (9%) served to purchase equipment, \$4.6M (26%) was allocated to urgent priorities and \$4.2M (24%) went to previous commitments in respect of the new Hospital on the Glen site.

## BOARD OF DIRECTORS

**Katrin Nakashima**, Chair of the Board  
**François Laurin**, Co-Vice-Chair of the Board  
**Pierre Simard**, Co-Vice-Chair of the Board  
**Melissa Sonberg**, Secretary  
**Krista Robinson**, Treasurer  
**Martine Alfonso**  
**Grégoire Baillargeon**  
**André Beaulieu**  
**Claude Bédard**  
**Lucie Blanchet**  
**Ani Castonguay**  
**Dr. Jean-Pierre Farmer**  
**Dr. Bethany Foster, MD, MSCE, FRCPC**

**Dr. Martin Gignac, FRCPC**  
**Dr. Indra Gupta**  
**Norman E. Hébert**  
**Marc Larente**  
**Élyse Léger**  
**John W. Leopold**  
**Isabelle Marcoux**  
**Dario Mazzarello**  
**Richard Pan**  
**Mark Pathy**  
**Sara J. Price**  
**Greg Rokos**  
**P.K. Subban**

## ADDITIONAL INFORMATION

[MCHF Annual Report 2020-2021](#)  
[MCHF Financial Statements 2020-2021](#)  
[Unexpected Ways to Heal Campaign Campaign Cabinet](#)  
[Le Children's Magazine and Newsletters](#)  
[MCHF Partnerships](#)  
[MCHF Events](#)  
[Montreal Children's Hospital Website](#)

## KEY DUTIES & RESPONSIBILITIES

Reporting to the Senior Vice President, Planning & Development, specific duties for the Senior Director, Major and Principal Gifts include but are not limited to the following:

### Strategic Planning

- Work closely with senior volunteers and hospital professionals, as well as with Foundation senior management in strategic planning for annual and major campaign appeals.
- Participate in the development of fundraising objectives, strategies and plans with the Foundation management team.
- Formulate and implement the Foundation's Major and Principal Gifts, and Planned Giving program plan.
- Contribute to forecasting and tracking program revenues and expenses.

### Direct Fundraising

- Responsible for cultivating and managing relationships with a portfolio of high-capacity donors and prospects including individuals, privately-owned corporations and family foundations, with substantial contribution to a \$7M+ Major and Principal Gift program annual objective and \$70M campaign goal by 2026.
- Work closely and collaborate with other members of the Foundation team particularly team members responsible for donor stewardship, communications and marketing and annual giving to ensure best practices.
- Offer the very best experience to donors who share our belief in providing children and families with the best possible care and outcomes.
- Oversee prospect research on donors, volunteers and sponsors in accordance with program strategies and make efficient use of data information systems.
- Work closely with hospital leadership and staff to attain goals. Oversee the development of documentation for volunteer major and principal gift solicitors.
- Prepare funding proposals for prospective and current donors.
- Prepare contact reports and necessary follow-up materials.
- Maintain a sufficient base of donors and prospects in qualification, cultivation and solicitation mode to ensure goal achievement.
- Maintain professional knowledge relative to trends and best practices in the areas of Major and Principal Gifts, and Planned Giving. Attend education and training activities (offered by The Woodmark Group and others).
- Act as an ambassador at events, including networking and speaking at Foundation and other events.

### Team Leadership

- Responsible for recruiting, onboarding, training and managing a team of Major and Principal Gift, and Planned Giving Officers.
- Oversee portfolio management, moves management, provide guidance, coaching and advice.
- Conduct staff reviews and annual evaluations.

## QUALIFICATIONS & COMPETENCIES

- A minimum of five years of major gift development experience with a demonstrated track record of success in securing gifts from high capacity individuals, privately owned corporations and family foundations.
- Demonstrated success planning, implementing, monitoring, and assessing major gift and/or planned giving program strategies and achieving objectives.
- Exceptional interpersonal skills to develop and maintain a broad range of relationships as well as engage and inspire stakeholders both internally and externally.
- Experience in engaging, working with and supporting senior-level executive volunteers for major and principal gift fundraising.
- Excellent communication skills, both verbal and written, in French and English.
- Proficiency in the use of Microsoft Office Suite (Excel, Word, PowerPoint) and donor database systems (knowledge of Raiser's Edge is considered an asset).
- A university degree or an equivalent mix of education/experience is required.
- Knowledge and experience of the health sector is an asset.

### Desired Qualities

- Analytical and strategic with a focus on results.
- High degree of emotional intelligence and judgement in working with diverse stakeholders.
- Strong professionalism, energy, drive and enthusiasm.
- Sound integrity with strict adherence to ethical fundraising standards.
- Collaborative and adaptable in a fast-paced environment.
- Visionary, with the ability to think and plan strategically with creativity.

## LEADERSHIP BIOGRAPHIES

### Renée Vézina, President



Renée was appointed President of The Montreal Children's Hospital Foundation in 2017. Since then, she has partnered with the MCH Foundation Board and professional staff team to launch an award winning rebranding for the Foundation as well as the Foundation's first solo fundraising campaign in 28 years – with a \$ 200 million objective - the largest fundraising goal in pediatrics in Quebec.

The winner of multiple awards during her previous 30-year career in the real estate sector, Renée was named one of the top 8 most influential women in real estate and has also been recognized for mentoring young women in Quebec's business sector.

Renée's devotion to helping children goes back over 15 years. She was the founding president of the Montreal Real Estate Foundation for Kids, which has raised over \$4 million and helped over 25,000 children in need, including those with physical or mental disabilities. She has received the Pro Bono award from the Quebec Chapter of the Canadian Bar Association for outstanding contributions to the community.

Renée holds a Bachelor of Civil Law degree from McGill University.

### Nathalie Nahmiash, Senior Vice President, Planning and Development



Nathalie Nahmiash has worked at The Montreal Children's Hospital Foundation for 11 years. As Senior Vice-President, Planning and Development, she is responsible for several portfolios at the Foundation, including major and planned gifts, corporate giving, annual Leadership campaigns and relations with our partner foundations, which generate annual revenues of \$20M or more.

Nathalie also worked as Director of Philanthropic Development (major donations and corporate donations) at the Fondation du CHUM and, from 2002 to 2007, at Bell Canada, as head of community investments in Quebec as well as Centraide employee campaigns. She has a solid knowledge of philanthropic development, both in the corporate environment and with foundations and individuals.

Nathalie holds a Bachelor's and Master's Degree in Political Science from McGill University and the University of Edinburgh respectively. She is also a member of Woodmark, a group of 27 pediatric hospitals in North America dedicated to promoting child health and excellence in pediatric care.