

Join Our Team as Director of Development

Are you ready to dive into a fast-paced environment where your talents will help shape a growing social purpose organization? Partners for Affordable Housing is on a mission to tackle one of Canada's most urgent challenges, housing affordability, and we're looking for a strategic, driven **Director of Development** to join our leadership team.

This is a unique opportunity to help build and scale an organization from the ground up, contributing directly to innovative, systems-level solutions that create lasting impact. If you're energized by possibility, passionate about social change, and ready to roll up your sleeves, we want to hear from you.

About Us

Partners for Affordable Housing (Partners) is a national social purpose organization committed to unlocking access to permanent, affordable, and accessible housing for the 4.4 million people in Canada who need it. Through collaboration with government, philanthropy, financial institutions, and nonprofit housing providers, we work to accelerate the development of non-market housing by addressing systemic barriers, aligning funding, and building local capacity.

We are a catalyst for bold, cross-sector solutions rooted in equity, inclusion, and community-driven impact. Join us in our mission to make affordable housing a reality for all Canadians.

Your Role

You will be one of two strategic, results-driven Directors of Development, one for the Greater Toronto Area, and one for Calgary & Area, to lead our fundraising efforts, focusing on securing major gifts in the six- and seven-figure range. You will play a critical role in building and executing a robust development program from the ground up, cultivating strong relationships with high-net-worth donors, corporations, and foundations to advance Partners' mission. Your responsibilities will include:

- Develop and execute a comprehensive fundraising strategy to secure major gifts and multi-year commitments.
- Identify, cultivate, solicit, and steward a portfolio of major donors, corporate partners, and philanthropic institutions.
- Build and implement a structured pipeline management process, advancing prospects through identification, qualification, cultivation, and proposal development.
- Develop compelling funding proposals, presentations, and donor communications that clearly articulate Partners' mission and impact.



- Establish strong relationships with donors and key stakeholders, ensuring engagement and long-term commitment.
- Collaborate with the President, Board of Directors, and advisory council to drive fundraising initiatives and leverage existing networks.
- Create donor recognition and stewardship programs to ensure ongoing engagement and retention.
- Track and report on fundraising metrics, donor engagement activities, and progress towards revenue targets.
- Stay informed on industry trends, funding opportunities, and best practices in nonprofit fundraising.
- Maintain a strong understanding of Canada Revenue Agency (CRA) regulations for registered charities to ensure compliance in fundraising activities.

What You Bring

- 5+ years of major gift and fundraising experience, with a proven track record of securing six- and seven-figure gifts.
- Experience leading or contributing to comprehensive and capital campaigns, ideally including those driven by public-private partnerships.
- Demonstrated ability to navigate and align government funding opportunities with philanthropic strategies.
- University degree, college diploma, or equivalent experience. Certified Fund-Raising Executive (CFRE) designation is an asset.
- Experience in pipeline development, prospect review and qualification, proposal development, cultivation, and solicitation.
- Demonstrated ability to build a fund development program from the ground up.
- Experience working with a national Board of Directors and high-level stakeholders.
- Self-starter with an entrepreneurial mindset, able to identify and create new fundraising opportunities.
- Ability to develop and nurture relationships with major donors, corporate sponsors, and philanthropic organizations.
- Excellent communication skills that inspire, create clarity, and build donor confidence.
- Strong understanding of CRA regulations related to registered charities and nonprofit fundraising compliance.
- Adaptability and flexibility to navigate a growing organization and shifting priorities.
- Experience or familiarity with the affordable housing or community development sector.



Working Conditions and Benefits

- Partners for Affordable Housing is a national organization with a virtual team. This role will be one of two, one based in the Greater Toronto Area the other in the Calgary Area, and follows a hybrid work model, combining remote work with in-person meetings and collaboration. Regular presence in the city will be required for donor engagement, stakeholder meetings, and team activities. We offer a flexible and supportive work environment designed to help you thrive.
- Competitive salary commensurate with experience, coupled with a comprehensive benefits package including health/dental, life insurance, and vacation time.
 - \$110,000 - \$140,000 or commensurate with the candidates' skills and experience
- Meaningful opportunities for leadership, learning, and professional growth within a supportive and dynamic environment where your contributions can drive real impact.

Why Join Us?

At Partners, you'll join a dynamic, women-led team committed to equity, innovation, and community-driven impact.

- **Impact:** Play a pivotal role in shaping a national organization dedicated to tackling Canada's housing crisis and making a tangible difference in communities across the country.
- **Innovation:** Be part of a forward-thinking organization that values innovation and collaboration.
- **Leadership:** Join a passionate leadership team committed to social impact and transformational change.
- **Hybrid work:** Enjoy the flexibility of hybrid work, with a blend of remote and in-person collaboration, providing a flexible and collaborative work environment that empowers you to thrive.

To apply, please submit your resume and cover letter outlining your qualifications and why you are passionate about affordable housing to connect@pfah.ca. Applications will be reviewed on a rolling basis until the position is filled. Only applicants selected for an interview will be contacted.

Join us in building a future where dignified housing is not just a goal but a reality for all Canadians.

