



Vice President, Philanthropy Southlake Regional Health Centre Foundation

THE OPPORTUNITY

Southlake Regional Health Centre Foundation is seeking a **Vice President, Philanthropy** to develop and deliver seamless, donor-centric fundraising strategies to encourage and advance significant philanthropic investments in the Southlake Regional Health Centre. The Vice President will work directly with leadership and campaign volunteers, donors, Health Centre staff and physicians to build and maintain strong relationships to support the achievement of our vision to become a leader in transformative philanthropy.

The Vice President, Philanthropy will lead a team of 10 fundraising professionals, including three Major Gift Specialists and a Manager whose portfolio includes planned giving and events. The Vice President will develop and execute major gift campaign plans, grow and sustain a robust pipeline of major and planned gift donors, and build and maintain lifelong relationships between our donors and Southlake to support a strong culture of philanthropy. In executing these plans, the Vice President will ensure they represent our values of integrity, collaboration and innovation.

Reporting to the President and CEO of the Southlake Regional Health Centre Foundation, the Vice President, Philanthropy will be a key member of the Foundation's Senior Management Team. The Senior Management Team is responsible for delivering exceptional philanthropic results in support of Southlake and for creating and sustaining a high-performing values-based team culture at Southlake Foundation.

The Vice President will work collaboratively with the Foundation CEO, the Health Centre CEO, senior medical leaders and the Foundation's Senior Management Team. A credible presence at both the Foundation and the Health Centre Board tables, the Vice President will establish and maintain effective working relationships with all the Board directors and will provide leadership and staff support to all assigned committees and task forces. Externally, the Vice President will represent and promote our Foundation as a leader amongst our peers.

ABOUT SOUTHLAKE REGIONAL HEALTH CENTRE

Southlake Regional Health Centre is a full-service hospital with a regional, clinically advanced focus. Southlake offers over 400 patient beds and accommodates more than 100,000 visits to the Emergency Department, 24,000 in-patient admissions, and over 340,000 out-patient visits each year. As a regionally designated site, Southlake is responsible for developing and providing advanced levels of care to the more than one million people who reside in York Region, Simcoe County, and in some cases, as far north as Muskoka.

Southlake is proud to have a team of more than 3,000 employees, 576 physicians, and over 1,000 volunteers. Combined with our commitment to provide the best possible care to patients, our goal is to make Southlake synonymous with healthcare excellence.

Advanced, specialty services include: arthritis care, cancer care (number 1 out of 14 regional cancer centres in Ontario), cardiac care (the third largest regional cardiac care program in Ontario), cataract surgery, child and adolescent eating disorders, mental health services for children, paediatrics and perinatal care and thoracic surgery. Southlake is also committed to engaging with our respective internal and external communities using best practice principles to ensure the delivery of safe, quality healthcare services close to home.

Southlake's culture was recently celebrated through recognition received, both nationally and internationally. Southlake became the first international recipient of the McKesson Distinguished Achievement Award for Clinical Excellence, an award recognizing improvements in healthcare quality and patient safety. Three additional awards – a Silver *Quality Healthcare Workplace Award*, a Gold *Smart Commute Workplace Award*, and for the seventh year in a row, the GTA's *Top Employer Award* – celebrate our organizational efforts to improve quality of work life, quality of care, and our commitment to provide a safe work environment.

ABOUT SOUTHLAKE REGIONAL HEALTH CENTRE FOUNDATION

The mission of Southlake Regional Health Centre Foundation is to inspire investment in Southlake's future in an effort to transform the lives of everyone who receives care at our Health Centre.

With a professional staff of 26, the Foundation plays a critical role in ensuring that the Health Centre has the funds, equipment, and capacity to deliver world-class care and provide *shockingly excellent experiences* to our patients. In early 2014, the Foundation closed the *Images of Life Campaign*, raising \$16 million to fund a leading edge Interventional Radiology Suite and redevelop and expand diagnostic imaging service – including an additional MRI for our community, resulting in 5,000 fewer patients travelling out of the city for MRI scans. In 2016, the Foundation will focus on the \$12 million *love lives here* campaign, to build a residential hospice on the Southlake campus, and on the Health Centre's equipment needs.

Over the past ten years, in conjunction with members of the community, hundreds of volunteers, Health Centre staff and our incredible family of donors, Southlake Foundation has raised more than \$100 million for medical equipment, capital projects, patient programs and staff education, all for the goal of creating *shockingly excellent experiences* for our family members, friends and neighbours.

Significant leadership gifts have the power to transform our Health Centre and the level of healthcare available in our community, while reflecting the passion and values of our donors.

From the building of the Stronach Regional Cancer Centre that saves the lives of thousands of residents each year, to the upgrade of Health Centre-wide diagnostic imaging that enables thousands of patients to receive timely diagnoses, to the renovation of the Bahen Chant rehabilitation services that

support hundreds of people getting back on their feet after physical trauma, we have seen the power of what personal and corporate philanthropy is capable of.

At Southlake, the impact of these gifts demonstrates our donors' unyielding commitment to our community and allows our Health Centre to ensure safer, faster, higher-quality healthcare options for our patients, close to home.

PROFILE OF THE IDEAL CANDIDATE

A proven big picture thinker, the successful candidate will be a polished, politically savvy, seasoned fundraiser who is energized by transformative philanthropy. With demonstrated capital campaign experience and success in cultivating and securing major gifts at the six and seven figure levels, the Vice President, Philanthropy will be an established sector leader and role model for our team.

The ideal candidate will be an exceptional coach and mentor, enabling the growth of our team to reach their full potential. Through rigorous adherence to best practice philanthropy, the new incumbent will galvanize individual efforts to build a powerhouse team of major gift professionals.

The Vice President, Philanthropy will value collaboration and team engagement, building trust by acknowledging the expertise of their colleagues. Having well-honed and mature emotional intelligence, the ideal candidate will manage up, across and down with confidence and respect. The new incumbent will continuously strive for self and team improvement and will welcome feedback from others.

Open to problem solving through brainstorming, the Vice President, Philanthropy will promote “idea free zones”, respectfully listening and embracing new concepts, yet recognizing when authority and assertiveness are appropriate. Fair, patient and able to talk through conflict, the successful candidate will work toward resolution with a positive and forward thinking attitude.

The new incumbent will develop a sound knowledge of and passion for our Southlake community and will build genuine, long lasting donor-centric relationships ensuring strong connections to the Heath Centre's mission. With an ingrained respect for the role of volunteers, the ideal candidate will have achieved past success in recruiting and motivating valued volunteer partners. Diplomatic and tactful, the Vice President, Philanthropy will lead from behind and inspire with a sense of future and forward thinking.

Resilient and creative, the successful candidate will drive new initiatives with a dedication to maximize their potential. The new incumbent will possess financial acumen grounded in data and will bring a strong business approach to decision making. Comfortable with ambiguity and undaunted by challenge, the Vice President, Philanthropy will proactively seek and leverage opportunities.

Honest, trustworthy and transparent, the successful candidate will be fully aligned with the highest ethical standards of the fundraising profession. Inspired by our mission to make lives better by achieving quality outcomes and creating value in healthcare, the Vice President, Philanthropy will embrace our commitment to integrity, collaboration and innovation.

KEY DUTIES & RESPONSIBILITIES

Reporting to the President and CEO of the Southlake Regional Health Centre Foundation, the Vice President, Philanthropy will:

- Lead the development and implementation of evidence-based fund development plans, aligned with the Foundation's strategic plan and Hospital priorities, in a transparent and collaborative manner
- Collaborate and coordinate with the Direct Response teams to ensure donor-centric, sustainable Foundation-wide revenue growth to achieve our strategic plan objectives
- As a member of the Management Team, objectively assess Foundation performance against the annual operating plan to identify, mitigate and transparently communicate risks to key stakeholders
- Ensure timely and accurate:
 - prospect identification and research activities to build the prospect and donor pipeline
 - movement of prospect and donors through the pipeline
 - input of moves management information in to Raisers Edge
 - review of the pipeline to assess progress and identify issues and opportunities
- Manage a personal portfolio of approximately 100 - 150 prospective donors with the capacity to make commitments of \$50,000 to \$5M+
- Recruit, engage, coach and inspire a high performing fund development staff team (including 4 direct reports) to achieve stellar results
- Provide strong, effective leadership and mentorship to Foundation volunteers and Health Centre staff/physicians related to their pivotal role in successful capital campaigns and major gift fundraising
- In collaboration with the Foundation Management team, nurture a strong, values based high performance culture at Southlake Foundation
- Lead by example, collaboratively working with support teams (communications, systems and finance) to ensure adherence to Foundation policies and procedures and to identify opportunities for improvement
- Regularly track and analyze competitive fundraising activities, general economic and business conditions, government policies and processes and technologies to assess potential impact on the Foundation and to support the adoption and/or creation of best practices as they pertain to all aspects of revenue development

REQUIRED QUALIFICATIONS & SKILLS

- Substantial leadership and management experience, including experience running a business unit with revenue generation responsibilities in a large, multi-layered complex fundraising organization
- Proven personal track record of success in cultivating and soliciting six to seven figure major gift donations; leading successful capital campaigns and recruiting and engaging volunteers and program leaders (e.g. physicians) for fundraising success
- Skilled at translating institutional priorities into inspiring, donor-centric cases for support
- Strategically agile, with knowledge and experience in fundraising program development, implementing best practices and in executing and assessing successful strategies and plans
- Analytical skills and competency in program analysis, data-mining, prospect research, segmentation and database programs; Raisers Edge experience is preferred but not essential
- Ability to innovate while managing risk

- A proven leader with a demonstrated ability to engage a team to deliver a challenging plan
- Business acumen and knowledge in human resources management, budgeting and expense management, business operations, risk management and issues relating to charitable operations
- Proven ability to hold self and others accountable
- Demonstrated success in creating a climate in which people want to do their best and in developing people to succeed
- High level of polish and charisma with a donor-first attitude and a passion for Southlake
- Exceptional negotiation and mediation skills
- Excellent written and oral communication skills
- Ability to work in fast paced, sometimes ambiguous environment with shifting priorities
- A diplomat with outstanding interpersonal skills and a collaborative management style who is able to effectively work with and through others in the complexities of not-for-profit management
- Personal reputation for integrity and the highest ethical standards
- University education required
- CFRE and/or FAHP is an asset

FOR MORE INFORMATION

Southlake Regional Health Centre Foundation has retained KCI (Ketchum Canada Inc.) to lead this search on their behalf. To learn more about this exciting opportunity, please contact Sylvia Kadlick, Senior Search Consultant, at 416-340-9710 ext. 250 or via email at SRHF@kciphilanthropy.com

Candidates who wish to be considered for this position are kindly asked to submit a resume and a letter of interest to the above email address by **February 24, 2016**.