



Director of Philanthropy

Remote | Full-time | \$110,000-\$125,000 | Comprehensive benefits + 5% matching RRSP

Help turn generosity into lasting change.

At Tearfund Canada, we believe everyone should have the opportunity to live free from poverty and with hope and purpose. We work alongside local churches and trusted partners around the world, supporting communities as they pursue lasting change. And none of it happens without people who choose to give.

That's where **you** come in.

We're looking for an experienced, relational and ambitious Director of Philanthropy to lead the next chapter of Tearfund Canada's fundraising and donor engagement. This is a senior leadership role for someone who can think strategically, lead a great team—and still loves the personal work of fundraising.

You'll shape our philanthropy strategy, strengthen relationships with donors and churches, grow revenue, lead our fundraising and marketing teams, and help more Canadians connect their generosity with meaningful impact around the world.

What you'll lead

Grow generosity

Develop and lead an ambitious, measurable fundraising strategy across individual giving, major gifts, churches, foundations and other funding partners.

You'll personally cultivate, steward and solicit major donors, working closely with our CEO to open doors and deepen key relationships.

Build relationships that last

Help us create an exceptional donor experience that moves people from first connection to long-term partnership.

You'll strengthen relationships with a wonderfully diverse community—from pastors and churches to farmers, business leaders, foundations and individual supporters.

Tell stories that move people

Provide strategic leadership to Tearfund's marketing and communications work, ensuring our stories, campaigns and communications connect people with our mission and inspire action.

You'll help us communicate not simply what Tearfund does, but **why** it matters.

Lead a great team

Lead, coach and develop our Philanthropy team, including our:

- Church and Legacy Giving Manager
- Individual Giving Manager
- Marketing and Communications Manager
- Donor Relations Coordinator

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PO Box 3220 Stn Industrial Park, Markham, ON L3R 9Z9 | 905-415-8181 | www.tearfund.ca



You'll create clarity, set ambitious goals and build a healthy, collaborative and accountable team culture.

Help shape Tearfund's future

As a member of Tearfund Canada's senior leadership team, you'll work closely with the CEO, Board and colleagues across the organization.

You'll bring the donor perspective to organizational strategy, identify opportunities for growth and help ensure our philanthropy work is positioned to support Tearfund's mission for years to come.

You might be our person if...

- You're an experienced fundraising leader who genuinely enjoys raising money for a cause you believe in.
- You know how to build trust, make the ask and turn relationships into long-term partnerships.
- You can see the big picture without losing sight of execution.
- You're comfortable with targets, KPIs, budgets and ROI—but you know fundraising is ultimately about people, relationships and trust.
- You enjoy developing people and getting the best out of a team.
- You're a compelling communicator who can tell a great story, speak confidently to a room and connect naturally one-on-one.
- Your Christian faith shapes how you see poverty, generosity, the Church and the work you do.

What you'll bring

We're looking for someone with:

- A strong track record of fundraising success and measurable revenue growth
- Experience in major gifts, including personally asking for substantial financial commitments
- Experience developing relationships with individual donors, churches, foundations and other funding partners
- Experience leading a comprehensive fundraising or philanthropy program
- Strong knowledge of donor cultivation, solicitation, stewardship, retention and moves management
- Experience leading, coaching and developing fundraising professionals
- Strong financial and analytical skills, including evaluating fundraising performance and ROI
- Excellent written, verbal, presentation and storytelling skills
- High emotional intelligence, initiative, persistence and personal accountability
- Strong alignment with Tearfund Canada's Christian mission, vision and values

Experience with CRM and donor-management systems is important; Tearfund currently uses Raiser's Edge and is transitioning to DonorPerfect in January 2027.

A few important details

Reports to: CEO

Location: Remote

Position: Full-time

Start date: October 2026

Salary: \$110,000-\$125,000

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Benefits: Comprehensive benefits plan + 5% matching RRSP

Travel: Approximately 80–100 days annually, primarily across Canada with some international travel

Why this role matters

This isn't a role for someone who wants to manage fundraising from the sidelines.

We're looking for someone who can see the opportunity, build the strategy, rally the team and personally open doors.

- Someone who loves meeting people.
- Someone who isn't afraid to ask.
- Someone who believes generosity can change lives.
- Someone who wants to use their experience and Christian faith to help Tearfund Canada, and the communities we serve, to flourish.

Sound like you? We'd love to hear from you.

Please send your resume and cover letter outlining your interest in the role and your alignment with Tearfund Canada's Mission, Vision and Values to hr@tearfund.ca by 11:59 p.m. EDT on September 7, 2026.

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