



100 chemin Ramsey Lake Road, Sudbury, Ontario P3E 5S9
(705) 522-3701 Fax (705) 522-4954 sciencenorth.ca

Director of Development

Science North is seeking a Director of Development who brings a passion for building relationships and a proven ability to grow philanthropic support that advances organizational priorities. This is an opportunity to strengthen the resources that sustain exceptional science experiences, expand access to science learning, and support our impact across Northern Ontario.

Reporting directly to the CEO and serving as a member of the Executive Team, the Director leads Science North's development strategy and team, working closely with colleagues to translate organizational priorities into compelling opportunities for donor and partner support. The immediate focus is on growing ongoing philanthropic revenue, deepening existing relationships, and securing support for core operations, programs and strategic initiatives.

The successful candidate will combine fundraising expertise with sound judgment, a collaborative leadership approach, and a willingness to work hands-on with a small team. They will contribute to Science North's overall success through thoughtful partnership with colleagues, strong donor stewardship and measurable fundraising results.

Reporting directly to the CEO, and overseeing a team of 1-4 staff, the Director of Development will:

Grow philanthropic support for Science North's priorities

- Develop and implement a multi-year fundraising strategy aligned with Science North's strategic priorities and financial sustainability goals.
- Grow support from individuals, corporations and foundations, with an emphasis on unrestricted giving, annual support, major gifts and multi-year partnerships.
- Personally lead the cultivation, solicitation and stewardship of key donors and prospects, engaging the CEO, colleagues and Board volunteers where their involvement can strengthen relationships.
- Build a strong pipeline of prospective supporters and develop compelling funding opportunities for Science North's programs, experiences and community impact.

Build lasting donor and partner relationships

- Deepen relationships with existing supporters through thoughtful engagement, timely communication and meaningful recognition.
- Develop stewardship plans that demonstrate the impact of contributions and encourage renewed and increased support.
- Coordinate relationship responsibilities across the organization, ensuring a consistent experience for donors and partners.
- Maintain accurate, current donor records and relationship histories to support shared knowledge, effective follow-through and continuity.

Collaborate across the organization

- Contribute actively to the Executive Team, bringing fundraising expertise and sharing accountability for Science North's overall success.
- Work with colleagues to translate organizational priorities into compelling proposals that reflect program needs, operational capacity and the full cost of delivery.
- Assess prospective opportunities for strategic alignment, net financial contribution and ongoing commitments, securing internal agreement before making commitments to supporters.
- Foster productive working relationships through early consultation, open communication and constructive problem-solving.

Communicate the case for support

- Work with communications and program colleagues to tell compelling stories about Science North's impact and the difference philanthropic support makes.
- Develop persuasive proposals, cases for support and donor communications that connect supporter interests with organizational priorities.
- Guide fundraising events and campaigns with clear objectives for revenue, relationship development and stewardship.

Lead the Development team and its operations

- Lead, coach and support a small Development team, setting clear priorities and contributing directly to fundraising activities.
- Develop and manage the unit's budget, ensuring responsible use of resources and attention to fundraising effectiveness.
- Establish realistic targets and provide timely forecasts and reporting on revenue, fundraising costs, donor retention and pipeline development.
- Uphold ethical fundraising practices, donor confidentiality and accountability for donor commitments, working closely with Finance and other colleagues.

Qualifications and experience

- Postsecondary education in fundraising, business, communications or a related field, or an equivalent combination of education and relevant experience.
- At least seven years of progressive fundraising experience, including demonstrated success leading a team or development function.
- A proven record of securing gifts and partnerships from individuals, corporations and foundations, including personally cultivating relationships and leading solicitations.
- Demonstrated success growing ongoing philanthropic support through donor retention, renewed and increased giving, and multi-year commitments.
- Experience developing fundraising strategies, managing budgets and translating revenue goals into practical plans and measurable results.
- Experience using donor management systems and data to guide relationship development, track progress and maintain reliable forecasts.
- Certified Fundraising Executive (CFRE) designation is an asset.

Leadership and professional strengths

- A collaborative leadership approach, with demonstrated ability to build trust across teams and connect fundraising efforts to organizational priorities.
- Sound business judgment, including the ability to assess funding opportunities in relation to their financial contribution, delivery costs and operational requirements.
- Strong relationship-building and communication skills, with the ability to listen carefully, understand donor interests and articulate a compelling case for support.
- Confidence contributing ideas and perspectives, openness to feedback, and the ability to work through differences respectfully and support collective decisions.
- A practical, hands-on approach, with the ability to balance strategic leadership, direct fundraising and the day-to-day needs of a small team.
- Experience coaching staff, setting clear expectations and fostering a respectful, accountable and supportive work environment.
- Strong organizational skills and reliable follow-through on commitments to colleagues, donors and partners.
- Commitment to ethical fundraising, donor confidentiality, inclusion and Science North's mission.
- Ability to communicate effectively in both English and French is an asset.

Compensation package highlights:

This is long-term position supported by an excellent compensation package:

- Competitive starting salary starting between \$86,562 to \$144,271
- Full-time permanent opportunity
- Annual performance and merit increase consideration
- Participation in the Science North Employee Incentive Plan
- Flexible work arrangements



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- Comprehensive group benefit package including medical, dental, vision, paramedical, life/travel insurance, short and long-term disability coverage, 24/7 telemedicine access, wellness spending account/ onsite physio/chiro services following 6-months
- Onsite exercise room
- Pension plan following one year
- Science North annual family membership
- Free or discounted admission to other attractions outside Sudbury, Science North facilities and program discounts, fitness membership contribution
- Professional development opportunities
- Minimum 4 weeks' vacation
- Employee Referral Program
- Free parking

Science North is grateful to work with First Nations across Northern Ontario and we give thanks to the Indigenous Peoples who have cared for this land since time immemorial. We pay respect to their traditions, ways of knowing, and acknowledge their many contributions to innovations in Science, Technology, Engineering, and Mathematics, past and present. We also recognize the Métis Nation of Ontario for their historic and ongoing contributions. Science North commits to deepening engagement, relationships and partnerships in order to advance truth and reconciliation, honour and reflect Indigenous ways of knowing, grow economic opportunities, and collaborate with Indigenous peoples as partners in order to inspire all people to be engaged with science in the world around them.

Interested applicants are asked to apply online at <https://jobs.dayforcehcm.com/en-US/sciencenorth/CANDIDATEPORTAL/jobs/2425>. Deadline for applications is October 31, 2026. Science North is committed to an inclusive workplace and invites applications from all qualified individuals to join our diverse team. Accommodations are available upon request in all aspects of Science North's selection process. We thank all interested candidates; only those selected for interviews will be contacted.

Science North is a registered charity
Science North is an agency of the Government of Ontario.