THE OPPORTUNITY

The Hamilton Health Sciences Foundation is seeking a new Vice President, Development at the Juravinski Hospital and Cancer Centre Foundation (JHCCF) to successfully execute strategies for growth in the Leadership, Major and Planned Giving portfolios to support the goal of Health Care, Transformed.

To further the goals and objectives of the JHCCF Fundraising Council, the Vice President, Development will provide leadership in planning, developing, and implementing Major Gifts and Planned Giving programs to meet the strategic and annual goals of JHCCF, and the overarching goals of the Hamilton Health Sciences Foundation (HHSF).

The Vice President, Development will have a strong background in major gift solicitation and in closing gifts at the six-figure level, along with the ability to build strong relationships with prospective and current donors, board members, physicians, medical staff, and senior leadership and development team members.

Leading a team of five fundraising professionals, including two Senior Development Officers, two Development Officers and a Development Coordinator, the Vice President will report to the President and CEO of HHSF, and will serve as a key member of the Foundation’s senior management team.

ABOUT HAMILTON HEALTH SCIENCES

Hamilton Health Sciences is a family of 7 unique hospitals, a cancer centre and an urgent care centre, serving more than 2.3 million residents of Hamilton and South-Central Ontario. Hamilton Health Sciences is the second-largest hospital group in Ontario, and serves as a regional referral centre for cardiac, stroke, burns, trauma, neurosurgery, pediatrics, digestive diseases, high-risk obstetrics, cancer, orthopedics, and rehabilitation services.

With a staff of approximately 11,000, including 1,900 physicians, the Hospital is the largest employer in the Hamilton region. As an academic teaching hospital with more than 1,100 beds and an affiliation with McMaster University and Mohawk College, Hamilton Health Sciences is committed to providing exemplary health care, while advancing excellence in education and health research. With over 400 researchers and 500 research staff, the organization's
exceptional track record of inquiry and innovation has earned Hamilton Health Sciences recognition as one of the world’s leading health science research organizations.

The staffs of Hamilton Health Sciences share a commitment to provide the best possible care to our patients and their families. Guided by our values of respect, caring, innovation and accountability, Hamilton Health Sciences is focused on uniting the best health care has to offer and ensuring our patients have access to the type of care they need, when they need it most. Hamilton Health Sciences has a clear and focused strategic plan, with an emphasis on patients, people, sustainability, research and innovation.

The breadth and scope of services offered by HHS, in combination with the Hospital’s focus on academics and research, make it an employer of choice for many people. Physicians, nurses and clinicians find it attractive to work in HHS’ diverse environment where they can be part of a health care team focused on providing the best possible care to patients and their families. Non-medical professionals enjoy bringing their varied talents and skills to a field where priorities are driven by care – not profit.

Over the past year, Hamilton Health Sciences has been asking questions and receiving input about the care provided, the growth of the population served, and the partnerships needed to provide care more efficiently in the next 5, 10 and 20 years. This initiative is called “Our Healthy Future”, and it is HHS’ biggest planning effort in decades and the vision for the future for HHS. The vision includes five key elements: patients as partners; a population health approach; a new physical service delivery model; our regional role; and research, innovation, and learning.

ABOUT JURAVINSKI HOSPITAL AND CANCER CENTRE

Juravinski Hospital has become an integral part of our community as the region’s centre of excellence for cancer and orthopedic care, as well as a full-service general hospital. The Juravinski Hospital provides acute inpatient and palliative care, diagnostic services and an educational environment to support the needs of cancer patients and Juravinski Cancer Centre. Juravinski Hospital’s highly regarded Orthopedic Program combines health care and research to offer patients a range of services dedicated to helping them prepare for, and recover from joint-replacement surgery.

Juravinski Hospital and Cancer Centre serves more than 1.7 million people in the south-central Ontario region (LHIN 4 and parts of LHIN 3) and sees more than 7,000 new patients each year. As a regional referral centre, JHCC collaborates and coordinates with care providers in each patient’s home community. In September 2014, the state-of-the-art CIBC Breast Assessment Centre opened at JHCC to provide comprehensive, multidisciplinary and leading-edge care in the diagnosis of breast cancer.
Juravinski Hospital is home to the province’s second busiest joint-replacement program providing over 1,600 procedures annually by a team of orthopedic surgeons specializing in hip and knee arthroplasty. The Hospital offers a full continuum of care from initial joint assessment and pre-surgical planning, through post-surgical care and has 9 state-of-the-art operating suites, up to 4 of which are used daily for joint-replacement procedures. The Hospital’s orthopedic surgeons work closely with oncologists to provide integrated care for patients with bone tumours, and orthopedic complications associated with cancer.

The JHCC operates on a philosophy that combines high quality, evidence-based treatment, compassionate care, education, and research. Researchers at JHCC (in partnership with McMaster University) are international leaders in this field, making significant contributions to the growing body of knowledge about cancer treatment and control around the world. As an academic health sciences centre, JHCC is actively involved in educating and mentoring the next generation of physicians, health professionals and researchers. Through the Escarpment Cancer Research Institute (ECRI), a joint HHS and McMaster University research institute, cancer research is also conducted in the core areas of translational research, clinical trials, and quality of health care and knowledge translation by multidisciplinary teams.

ABOUT HAMILTON HEALTH SCIENCES FOUNDATION

Our mission is to support patient care, research, and education across HHS’ family of hospitals; our goal is “Health Care, Transformed”. HHSF is committed to a values-based work environment that is characterized by: care, respect, innovation, and accountability.

We are focused on raising funds and managing donor gifts that enable the teams at Hamilton Health Sciences to have the essentials to enable excellence in patient care. We support the needs of Hamilton General Hospital, Juravinski Hospital and Cancer Centre, McMaster Children’s Hospital – including Ron Joyce Children’s Health Centre, McMaster University Medical Centre, St. Peter’s Hospital, and all of their associated programs to ensure they provide the clinical leadership and specialized medical expertise that is needed at the most critical of times. We fund capital redevelopment projects, purchase medical equipment and technology, and we invest in research. Through the generosity of our donors, we raised $31 million in 2015, and disbursed $14.6 million to HHS to fund equipment, redevelopment, research and fellowships, and education and bursaries.

We have recently launched the Tomorrow Stems from You, a $3.5 million campaign to expand and build a dedicated stem cell transplant unit at Juravinski Hospital and Cancer Centre. JHCC is just one of 3 centres providing all forms of stem cell transplants to adult cancer patients in Ontario. A stem cell transplant has the ability to give more tomorrows to patients suffering from blood cancers, such as leukemia and lymphoma. It is a complex, but potentially life-saving medical procedure, and patients across Ontario are waiting for their opportunity to receive a transplant.

We are excited about the future as we continue building upon a strong foundation of support. The last five years enabled us to transform our brand as we united our efforts as a single organization and built awareness throughout the region. We made changes to enhance our donors’ experience by engaging them through many communication vehicles, and adding social media and digital marketing to our portfolio. We grew our partnerships with Children’s Miracle
Network, launched Care4 as our cause-marketing program, and engaged with other organizations and individuals throughout the region. We completed major gift campaigns at all of our supported sites, and achieved an increased physical presence for our philanthropic efforts. We engaged more physicians and staff by launching the staff recognition program, “Honour, Give, Transform”, and the “Staff 50/50 Lottery”.

Other accomplishments included, streamlining of our signature event portfolio and expanding our engagement with community event holders. We focused on building for the future by launching the 20BY20 Endowment campaign, and built policies, business processes and a governance structure that enables us to be recognized for our best practices through the Imagine Canada Accreditation and Association of Healthcare Philanthropy.

Together our staff has embarked on a journey of innovation and education to address the opportunities that lie ahead. We have built a stronger, more sustainable Foundation – one that is ready to continue its growth and development over the next five years.

Most importantly, we had an impact on thousands of patients, families and friends throughout south-central Ontario. Over the last five years, our contributions to HHS enabled the purchase of essential medical equipment and patient amenities; funded the redevelopment and modernization of departments; facilitated innovations from medical research and clinical trials; and established three endowed chairs that supported research into critical clinical issues, while supporting the ongoing training and education for the next generation of researchers and caregivers.

PROFILE OF THE IDEAL CANDIDATE

The Vice President, Development will be a seasoned and accomplished fundraiser with proven skills achieving transformational, major and planned gifts. A high-level strategist with a broad view perspective, the ideal candidate will proactively seek and explore untapped potential in our community and region. The new incumbent will be accountable, focused on deliverables, and goal oriented to both JHCCF and the overall HHSF.

The successful candidate will foster relationships built on mutual respect and trust. The new incumbent will systematically grow donor relationships through meaningful engagement in partnership with our valued medical staff team. Guided by personal values of honesty and integrity, and motivated by our core values of care, respect, innovation and accountability, the Vice President will display a strong commitment to enriching our hospital-wide culture of philanthropy.

The new incumbent will pursue opportunities to identify and engage future board and committee volunteers who are aligned with our mission and excited by our vision. The successful candidate will be an authentic, motivational leader, committed to a shared learning. A supportive coach and mentor, the Vice President will encourage new challenges for their team to learn, grow and reach their highest potential.

Collaborative and collegial, the ideal candidate will continually strive to fully align with the overarching HHSF goals. The new incumbent will acknowledge the importance of our entire HHSF professional team, as well as advocating for JHCCF’s team as part of the whole.
Savvy, tactful and diplomatic, the Vice President will appreciate the dynamics of the nuanced relationships we hold with our various hospital partners. A polished professional and high achiever, the ideal candidate will be comfortable working within a complex, matrixed structure. Nimble and curious, the new incumbent will be strategic, adaptable and open minded. The successful candidate will communicate with ease and precision, easily sharing and exploring fresh ideas. With self-confidence in their own expertise, the Vice President will be intuitive of when to push back and when to hold.

The successful candidate will be inspired by the future of health care as reflected in our Hospital’s “Our Healthy Future” plan. Passionate about the fundamental role healthcare represents in all lives and proud of the dedication to excellence at all HHS’ sites, the new incumbent will enthusiastically share the story of our impact to inspire local and regional donor support. Active and visible in our community and region, the Vice President will embrace the highest standards of leadership in healthcare philanthropy.

**KEY DUTIES & RESPONSIBILITIES**

Reporting to the President and CEO of the Hamilton Health Sciences Foundation, and working within our value system, the Vice President, Development will be responsible for:

**Fundraising Strategy Development and Implementation**
- Develops and implements annual business and fundraising plan for the Juravinski Hospital and Cancer Centre Fundraising Foundation (JHCCF).
- Plans, manages and implements major, leadership and planned gift programs to meet the funding needs of JHCCF.
- Contributes to the development of the Foundation’s Strategic Plan and annual operating plans, particularly with respect to major gifts and gift planning for JHCC.
- Actively manages a portfolio of prospects to attain specific annual goals.
- Strategizes with the President & CEO, development team, and senior volunteers on solicitation of lead gifts.
- Works with the President & CEO to engage Juravinski Hospital and Cancer Centre staff and physician leadership in the identification and solicitation of major gift prospects.
- Provides leadership to building an overall gift planning program and acts as the internal gift planning resource for other fundraising teams.
- Leads the development of the Legacy Advisors Strategy.
- Participates in management, identification and recruitment of volunteers.

**Relationship and Alliance Building**
- Builds, develops and maintains effective and mutually beneficial partnerships with key stakeholders within the Hospital, Cancer Centre, Foundation, and fundraising and development sectors, building awareness and gaining support in order to further the goals and objectives of the organization.
- Works with key volunteers, JHCC senior staff, and physicians to develop and solicit key prospects.
Builds linkages between the leadership prospects and JHCC.

Provides leadership to business and community engagement through third party events and other revenue generating opportunities such as cause marketing.

Supports activities to build and foster a culture of philanthropy within Hamilton Health Sciences.

Communications, Donor Recognition and Stewardship

- Develops strategies to support strong and positive donor relations, including recognition and reward programs, donor appreciation, and stewardship of key prospects.
- With the VP Marketing & Communications, ensures the development of key communication materials to support fundraising, stewardship and recognition activities related to the major/leadership/planned giving programs for JHCC.

People Leadership

- In conjunction with the President and CEO, identifies, recruits and trains key leadership volunteers to support the major and planned gifts programs for JHCC.
- Hires, trains, develops, and evaluates employees in accordance with the policies of the organization and best human resources practices.
- Gains the commitment of staff to the mission, vision and values of the Foundation, and ensures that approved strategies and initiatives are integrated into the performance measurement indicators of every staff member.
- Negotiates salary and recommend compensation for approval by the President and CEO.

Policy and Fiscal Accountability

- Ensures adherence to gift acceptance and all approved policies in all activities of the JHCCF.
- In conjunction with the management team, contributes to the development of the Foundation’s annual budget, most specifically related to income generation and program expense projections for the major/planned giving programs of JHCCF.
- Monitors the implementation of approved program and fundraising council budget, and ensures operation within allocated funds and budget constraints.

REQUIRED QUALIFICATIONS & SKILLS

- Substantial and progressive experience in leadership, and management experience with revenue generation responsibilities in a large and multi-layered complex fundraising organization.
- Strong strategic, business and fundraising planning, implementation and management skills.
- Demonstrated track record of achievement, most particularly related to major and planned gift fundraising.
- Proven track record soliciting and closing planned gifts and outright current gifts.
- Ability to lead a team toward a unified objective, challenging and motivating performance standards.
- Leads by example, mentoring, building the skills and competencies of others, and gaining respect and credibility at all levels.
 Acts as a role model to staff and others, demonstrating the highest standards of professionalism, confidentiality and sensitivity.

 A commitment to personal excellence and honesty, exhibiting the highest standards of responsibility; follows up with team members to ensure satisfaction of commitments.

 Excellent written and oral communication skills.

 Strong interpersonal skills; an open communication style that acknowledges the opinions of others and creates an environment in which others feel comfortable sharing divergent points of view.

 University education required, CFRE and/or FAHP designation an asset.

 Membership in AHP, AFP and/or CAGP.

**LIVING IN HAMILTON**

Hamilton, with a population of over 500,000 is one of Canada’s major cities, and one of Ontario’s most economically diverse. The city is the centre of a densely populated region at the west end of Lake Ontario known as the Golden Horseshoe. The southern part of the city includes the Niagara Escarpment, which Hamiltonians call “The Mountain.”

In 2016, *Site Selection Magazine* based in Atlanta, named Hamilton one of the “Top Investment Cities in Canada,” and the Calgary-based *Real Estate Investment Network* has consistently ranked Hamilton as one of the “Top Locations For Investment in Ontario.” Hamilton has also been ranked as a “Top North American City” by *FDI Magazine* (a publication of the world-famous *Financial Times*) for its quality of life.

With an educated workforce, stunning natural amenities, and a diverse, resilient economy, Hamilton is a prime choice for future economic opportunity. Economic sectors include: advanced manufacturing, agriculture/food processing, creative industries, information and communications technology, life sciences, and transportation/goods movement. Hamilton’s economy is firing on all cylinders. The city has repeatedly been ranked as a top choice for real estate and corporate investment, and Hamilton is measured as the most diversified economy in the country.

The municipality recorded $1-billion construction value in building permits for 4 of the last 5 years, and is on track to break that record mark again. Real estate values are rising, the city is attracting new businesses of all sizes, including shops, restaurants and cultural experiences that are all boosting the city’s quality of life.

**FOR MORE INFORMATION**

Hamilton Health Sciences 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 HHSF@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 *April 13, 2017*.