



**Job Title:** Director of Philanthropy  
**Location:** Strathcona County, Alberta  
**Reports To:** CEO

## Who We Are

Little Warriors is a national, charitable organization based in Alberta. We are focused on the awareness, prevention and treatment of child sexual abuse. We also advocate on behalf of and with child sexual abuse survivors.

The Little Warriors Be Brave Ranch by Ray LaBonte and Family is a specialized, intensive, trauma-informed, evidence-based treatment centre focused on helping children who have been sexually abused, as well as their families. The Be Brave Ranch program offers a one-year combined onsite and outpatient program designed with significant input from many leading academic and clinical experts who specialize in child sexual abuse and trauma.

## Job Summary

Little Warriors is seeking an experienced and innovative philanthropy leader to drive strategic fundraising, donor engagement, community outreach, and team development. This role is central to securing major gifts, managing grants, and overseeing events and community engagement initiatives that advance our mission of protecting children and supporting survivors of sexual abuse. The Director of Philanthropy will work closely with marketing, communications, and organizational leadership to build a diverse and sustainable revenue portfolio while fostering a high-performing team.

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## Key Responsibilities

- **Fundraising Strategy & Execution**
  - Develop comprehensive fundraising plans with clear budgets, goals, strategies, and timelines in collaboration with the leadership team.
  - Identify and cultivate a robust prospect list for major gifts, including national prospects, foundations, and corporate partners.
  - Coordinate donor meetings, facility tours of the Be Brave Ranch, and strategic presentations with key staff or Board members.
  - Lead grant application discoveries and initiatives through targeted research and engagement with key funding organizations.



Little Warriors PO Box 3184 Sherwood Park, AB T8H 2T2  
PH 780.922.9010 F 1.888.776.5635 [littlewarriors.ca](http://littlewarriors.ca)  
Charitable # 84568 3168 RR0001

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- **Donor Relations & Stewardship**
  - Establish and nurture strong relationships with major donors, corporate partners, and community stakeholders.
  - Design and implement donor recognition and stewardship programs to enhance long-term engagement and retention.
  - Maintain a streamlined, accurate system for managing donor records and prospect data using advanced database tools.
- **Events & Community Engagement**
  - Oversee the planning and execution of fundraising events and community engagement initiatives.
  - Collaborate with the events team to ensure each event aligns with strategic goals and enhances donor and community relationships.
  - Represent Little Warriors at third-party events to expand the organization's network and foster community partnerships.
- **Strategic Leadership & Collaboration**
  - Partner with Little Warriors leadership and the Board of Directors to align philanthropic strategies with organizational vision.
  - Develop and implement an annual strategic development plan that drives both short-term and long-term fundraising success.
  - Enhance fund development reporting and metrics to inform strategy and improve donor engagement.
- **Team Leadership & Development**
  - Recruit, mentor, and manage fundraising staff and volunteers, fostering a collaborative and high-performing team culture.
  - Provide regular performance feedback, training, and professional development opportunities to enhance team skills and effectiveness.
  - Lead by example with strong communication, ethical leadership, and a commitment to the organization's mission.





- Establish KPIs an/or metrics with a balanced approach of relationship and outcome measurement
  - **Organizational Sustainability**
    - Contribute to the overall sustainability of Little Warriors by aligning fundraising initiatives with long-term financial goals.
    - Develop and implement a sustainability program to secure diverse revenue streams and ensure the organization's continued growth.
    - Collaborate with senior leadership to identify opportunities for innovation, cost efficiencies, and strategic partnerships that enhance organizational resilience.
  - **Additional Duties**
    - Manage multiple projects simultaneously, setting priorities and ensuring timely achievement of both individual and organizational goals.
    - Support other organizational initiatives, projects, and programs as assigned.
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### First Year Measures of Success

- Contribute to an enhanced sponsorship and philanthropic strategy with measurable improvements in donor engagement.
  - Establish and strengthen long-term relationships with key donors, resulting in increased and sustainable funding.
  - Successfully launch and manage community engagement events that expand the organization's visibility and donor base.
  - Develop and implement a comprehensive sustainability program to meet long-term funding targets.
  - Build and mentor a high-performing fundraising team that consistently meets or exceeds revenue targets.
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### Qualifications

- **Experience & Education**
  - Minimum of 10 years' professional experience in non-profit or charitable organizations.
  - At least 5 years of demonstrated success in securing major gifts and executing strategic fundraising initiatives.
  - Proven track record in donor relationship management, grant writing, and managing events/community engagement activities.





- Bachelor's degree in nonprofit management, business, communications, or a related field preferred.
- CFRE and/or AFP designation is considered an asset.

- **Core Competencies**

- Strong leadership, collaboration, and interpersonal skills.
- Exceptional verbal and written communication abilities; capable of presenting complex ideas clearly.
- Highly organized with excellent time management and attention to detail.
- Innovative and strategic thinker with a passion for Little Warriors' mission.
- Proven ability to manage multiple priorities and thrive under pressure.

- **Personal Attributes**

- High energy, ethical leadership, and unwavering integrity.
- Compassionate, empathetic, and respectful in all interactions.
- Adaptable and resilient, with a positive attitude in challenging situations.

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### Other Requirements

- Must provide and possess a clear Criminal Record Vulnerable Sector check as well as a clear Child Intervention Record Check.
- Ability to commute.
- Maintains professional competence, knowledge and skill to ensure organizational success by continuously sourcing best practices and actively seeking opportunities to improve the efficiency and effectiveness of the Philanthropy Team for Little Warriors.

**Job Type:** Permanent, Full-Time

### Benefits:

- Dental care
- Extended health care
- Paid time off



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Please submit your resume, along with a cover letter for detailing your relevant experience to Marcie Kiziak, [marcie.kiziak@littlewarriors.ca](mailto:marcie.kiziak@littlewarriors.ca).

*Little Warriors is committed to an equitable, diverse, and inclusive workforce. We thank all applicants for their interest; however, only those individuals selected for an interview will be contacted.*



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