

EMPLOYMENT OPPORTUNITY

DIRECTOR OF DEVELOPMENT

As Canada's largest and oldest professional theatre for young audiences, **Young People's Theatre (YPT)** presents a full season of programming to 150,000 patrons annually. With engaging educational programs and exceptional professional productions in two adjacent facilities in downtown Toronto, YPT operates Canada's largest theatre complex for young people, with an annual budget of \$5 million.

Launching its 60th season in 2025.26, YPT is searching for a full-time **Director of Development**. This is an exceptional opportunity for a passionate mid-to-late career fundraiser to take a leadership role with a unique theatre organization fulfilling a compelling philanthropic mandate centred on the emotional, social and intellectual development of young people through the arts.

The Director of Development is responsible for leading YPT's development activities, including comprehensive annual individual campaigns, corporate and foundation giving, and two major fundraising events. An expanding area of focus for this role is major gifts, with the opportunity to align the goals and passion of generous YPT supporters with compelling programs that inspire and impact our next generation of artists, audiences and innovators.

As a key member of a dynamic senior leadership team, the successful candidate will report to the Executive Director, and work closely with the Artistic Director, the Board of Directors, development staff and volunteers. Supported by two full-time staff, the ideal candidate is collaborative, confident and creative, with demonstrated success in energizing supporters and leading a fundraising team to success. Administrative staff currently follow a hybrid model of on-site and remote work.

Key Responsibilities:

- Work closely with YPT's Executive Director to develop long-term strategies to support the organization's financial health through its contributed revenue portfolio;
- Manage a comprehensive fundraising strategy to engage supporters and successfully deliver on a \$1.5-\$2.0 million annual philanthropic target
- Understand the needs of YPT's supporter base and grow that network in sustainable ways, through the cultivation, solicitation and stewardship of its key stakeholders;
- Direct the creation of meaningful funding opportunities and create compelling narratives to support significant contributions from individuals, foundations and corporations;
- Advocate for the interests of donors, and ensure they are engaged and acknowledged under a strong stewardship and recognition strategy;
- Provide day-to-day leadership, expertise and guidance to Development staff; Assess priorities and resources to direct the team in meeting immediate needs while fostering long-term opportunities;
- Liaise with YPT's Board of Directors and other volunteer committees to cultivate new relationships and partnerships and engage both corporate and individual supporters;
- Work alongside YPT's senior management as a team to fulfill the vision of the theatre.

Preferred Candidate Attributes:

- A champion for YPT's mission and values, and for the role of fundraising to deliver on the organizational promise;

- A strategic thinker, skilled at prioritizing, who will drive new initiatives and enhance existing opportunities;
- A confident leader who has an exceptional ability to build, navigate and maintain relationships;
- A self-assured communicator with strong presence, personal dynamism, and vision;
- A diplomatic problem-solver demonstrating sound judgement when balancing the needs of various stakeholders;
- A self-starter with a results-oriented personality that works well both independently and collegially as part of a collaborative team environment;
- A disciplined leader with a high level of integrity and accountability.

Required Skills:

- 5-7 years of progressive fundraising experience with a proven track record of success;
 - Relevant children & youth and/or arts experience an asset;
 - Preference for hands-on major gift experience;
 - Preference for supervisory and team mentorship experience;
- Demonstrated leadership, decision-making, analytical and problem-solving skills;
- Superior interpersonal and presentation skills, demonstrated in both oral and written communications;
- Excellent planning, time-management and team-building skills;
- Organized and detail-oriented while maintaining an openness to change;
- Strong relationship-building skills; able to galvanize the respect and support of a variety of stakeholders, including Board members, volunteers, staff, donors and community members;
- Ability to work occasional evenings and weekends

Compensation & Benefits

Annual salary range: \$95,000 - \$115,000.

Extended health benefits and matching RRSP up to 3% (after completion of probationary period), personal days and sick days, vacation allocation of 20 paid days per year, professional development opportunities, and reimbursement if required to maintain professional designation like CFRE.

About YPT

Young People’s Theatre (YPT) is co-led by Artistic Director Herbie Barnes and Executive Director Camilla Holland. The company produces and presents a full season of theatre and arts education programming, serving approximately 150,000 patrons annually. With the purchase and renovation of YPT 161 Studios across the street from its historic theatre, YPT has expanded its footprint, increased its accessibility, refreshed its lobbies, and upgraded the theatrical equipment capabilities of its 433-seat Ada Slight Stage and 115-seat Studio. United in vision, the two facilities anchor the corner of Front and Frederick streets in downtown Toronto creating Canada’s largest theatre complex for young people. With its broad-ranging educational programs and exceptional professional productions, the company has an annual operating budget of approximately \$5 million.

In accordance with YPT’s policy and as a condition of employment, the successful candidate will be required to pass a satisfactory Police Vulnerable Sector Screening Check.

YPT is proud to be an equal-opportunity employer that strongly supports and values diversity and fosters an equitable and inclusive work environment, which includes accommodation. Applications from

all qualified candidates are welcome, and people with disabilities and individuals from equity-seeking groups are encouraged to apply.

Interested candidates should email resumes and cover letters in one PDF file to Camilla Holland, Executive Director at cholland@youngpeoplestheatre.org with subject line "Director of Development".

Applications for consideration must be received by 5 pm, Monday April 21, 2025

YPT thanks all applicants but will respond only to those selected for an interview.