



BCCDC Foundation *for Public Health*

ASSOCIATE DIRECTOR OF DEVELOPMENT

Are you passionate about health equity?

Do you want to make an impact toward ending the overdose crisis?

Are you looking for an opportunity to support communities through the pandemic and as we recover?

We invite you to join our growing fundraising team where you can support this vital work—and more.

The BCCDC Foundation for Population and Public Health (The Foundation) works in partnership with the BC Centre for Disease Control (BCCDC), and other stakeholders to improve public health outcomes. The Foundation puts healthy humans at the centre of health planning and funding. The only Foundation of its kind in Canada, the Foundation and its partners are building the model for public health that can be emulated across the country, and are best positioned to do so.



We are looking for an Associate Director of Development to be our fundraising subject-matter expert, lead our fundraising programs, continue to build our fundraising activities, and build on our momentum. The Associate Director manages a team of two and works across the Foundation's collaborative and tightly-knit team.

The Associate Director will be a fundraising generalist who loves building relationships, seeks to capitalize on potential, and is persistent and focused. This is a unique and unparalleled opportunity for someone looking to strengthen a developing program in a compelling growing organization, and in turn grow the Associate Director role and responsibilities to a Director-level role.

This position is a great opportunity for a fundraiser who:

- will launch new campaigns aligned to the Foundation's new strategic plan;
- is excited by the prospect of building BC's public health capacity during this crucial pandemic recovery time;
- wants to be part of building an innovative and unique organization;
- works well with a small dynamic team;
- is keen to shape and direct the Foundation's fundraising program as our in-house authority and subject matter expert.
- sees the potential of growing their career with the Foundation.

If this role interests or piques your curiosity, please reach out per page 7, below.



The BCCDC Foundation has been in a growth phase for the last several years. By working on key health promotion, prevention, and equity initiatives, our goal is to positively shift the health of our population and reduce the burden of disease and injury.

Our priorities include reducing harms; addressing threats; and emerging areas. For instance, with the COVID-19 pandemic, we have been able to support pandemic response efforts and are now strongly positioned to continue this work to enhance our public health system in BC to prepare for and respond to future emerging threats.

Another example is our work to address the overdose crisis—a public health emergency declared in 2016 and increasingly getting worse as the drug supply becomes more toxic and the pandemic has pushed more people into isolation.

We have funded more than 100 projects since our inception. For stories on our work, please visit: <https://bccdcfoundation.org/whats-new/blog-posts/>

The Foundation is modelled in a way that we support the public health sector and the BCCDC in unique ways through fundraising, grants and awards, communications, knowledge translation, as well as public education and awareness. By bringing these aspects to the excellent work of the BCCDC and the public health system, we provide a value-add for BC.

The BCCDC Foundation convenes, collaborates, and leverages relationships with internal and external partners to drive innovation that advances population and public health for British Columbians.

Established to protect and promote health, prevent harm, and prepare for threats by inspiring vision and philanthropy, the BCCDC Foundation envisions people living in healthy communities protected from infectious disease and environmental health hazards through innovative research and collaborative public health solutions.

The Foundation has recently completed its strategic planning process, and its new plan (2023 – 2026) will be completed soon. The plan renews its commitment to mission and vision, refines its principles and values, and ensures a viable and compelling strategic direction.

For more about the Foundation and its role, see <https://bccdcfoundation.org>

FUNDRAISING SUCCESSES AND PRIORITIES

The Foundation is delighted to have a community of private supporters strongly express their belief in our work, and have provided a five-fold increase in their support from five short years ago. Foundation donors support us through a variety of giving vehicles, like annual giving, corporate support, monthly giving, major gifts, and foundation grants. In recent years our philanthropic revenue has varied based on donors’ increased support during the pandemic.



As we build for the future, we are on the cusp of a groundbreaking opportunity to leverage significant public support through campaigns with the public, foundations, government, and corporate partners.

Recently launched, the Your Health, Our Commitment campaign. This campaign prioritizes BC’s recovery from the pandemic, addressing the societal consequences of the pandemic, and supporting BC through this next phase through our newest campaign. Its focus areas are: pandemic recovery; addressing societal consequences; preparing for emerging threats and crises by strengthening public health capacities and infrastructure; addressing gaps that have emerged in the public health system; and applying learnings from the pandemic and pandemic measures to prepare our province to be ready, and better equipped to respond, for emergencies like COVID-19. For more information, see: <https://bccdcfoundation.org/your-health-our-commitment-our-new-campaign-to-support-pandemic-recovery-strengthen-public-health-and-build-resilient-communities-for-all/>

Additionally, priority areas are reducing harms and addressing threats, each with their own key projects. Examples include:

Reducing Harms

- *New Campaign to Address the Toxic Drug Poisoning Crisis:* In 2021, 2,232 people died of overdose in British Columbia, the highest year on record. Since the public health emergency was declared in 2016, more than 10,000 people have died. The Foundation has been a leader in addressing the crisis, funding projects that identify and support solutions to ending the crisis.

The BCCDC Foundation has an innovative solution to save lives. A pending and pioneering campaign, to be rolled out in Fall 2022, will fund a ground-breaking solution that will save the lives of those in our community who have very few options.

- *The Compassion, Inclusion, Engagement Program (CIE)* was a province-wide program that built capacity for emerging peer (people with lived experience) groups to organize and engage in anti-stigma, harm reduction, and overdose response work in their communities. CIE fostered skills and capacity for these groups to grow and ultimately become self-sustaining, and provides grants to carry out their work. The Foundation supported this program for two years.
- *Public Education About Important Issues like Stigma, Substance Use, and Safer Supply:* Public opinion influences law, policy, institutions and systems, and creates additional harms for people who use drugs. We want to work alongside peers and activists in educating people about the

evidence-based solutions why substance use is a health issue, not a moral one. By educating the public and raising awareness, we have the opportunity to effect change across the country.

Addressing Threats

The bedrock of public health is in the detection of and response to infectious diseases and environmental hazards, as well as prevention efforts to protect the health of our population. Key examples of this work at BCCDC and elsewhere include vaccination, outbreak detection and response, monitoring and treatment of sexually transmitted and blood borne infections, preventing chronic diseases and injuries, creating safe and healthy environments, and much more. The BCCDC brings disease surveillance, detection, and prevention, and other areas, together into one centre that, at its core, takes care of people and works to create the healthy human. With the help of BCCDC Foundation donors, innovative projects and programs are developed, such as:



- *Preventing Childhood Asthma:* Asthma is the most prevalent chronic childhood disease—being able to reverse the asthma epidemic would save hundreds of thousands of children across the country from unnecessary suffering, their families from worry, and alleviate massive burden on our health care system. What if we could prevent generations of children from having to suffer from asthma? The Foundation is supporting new research that suggests just that. New evidence suggests that limiting antibiotic use in infants can lead to fewer cases of asthma in children by preserving a healthy gut microbiome.

Other Areas

Other and Emerging Areas include the *The Driving Innovation Fund*: flexible and broad funding for growth, innovation, and development of new ideas and initiatives. It supports the awareness-raising and public education of what public health really is, how it's important to everyone, and provides general support for all areas of public health. It helps us advance state of the art technology and improve the health of British Columbia.

RESPONSIBILITIES AND EXPECTATIONS

Reporting formally to the Director of Operations, the Associate Director will work and partner closely with the Executive Director on the fund development program to work towards:

- Successful achievement of fundraising campaign(s);
- Organizational and financial growth and sustainability;
- Achievement of the evolving mission, vision, and mandate of the BCCDC Foundation;
- Ensuring the BCCDC Foundation continues to successfully grow its reputation, influence, and impact as a public health charity.

The Associate Director provides oversight and direction to the Senior Development Officer and Development Coordinator, partners with Board members as needed, and works closely with a small but strong and creative team, to grow our influence, reputation, and impact. This role will be strategically aligned with a new Associate Director of Marketing and Communications.

The Associate Director has overall fund development strategic, leadership, programmatic, operational, and financial responsibilities. Specifically, they include:

Strategy & Planning

- Together with the ED and other staff, finalize and launch the harm reduction campaign.
- Works towards the establishment of a campaign to support a new multi-year strategy, currently in the planning stages.
- Develop, in partnership with the ED, the Foundation's long-range fundraising strategy, aligned with the Foundation's strategic goals and mission.
- Establish the fundraising strategy's operations plan, including but not limited to goals and metrics, fundraising tactics, and required resourcing.
- Develop, provide oversight for, and report on key metrics, targets, and goals related to overall strategy, annual plans, and special initiatives.

Fundraising Oversight & Leadership

- Direct oversight and execution of all active Foundation fundraising programs, currently made up of foundations and grants, corporate support, major gifts, monthly giving, and a developing annual giving program.
- Investigate the viability, and establish as appropriate, other fundraising programs as needed and strategically valuable.
- Build relationships with external stakeholders, partners, funders, and donors; cultivate and solicit gifts according to prospects' capacity, links, and interest.
- Ensure clearly articulated case statements exist for all priority areas.
- Collaborate closely with the ED on strategic direction, partnership development, and donor engagement.
- Provide opportunities for Board engagement in fundraising, as appropriate.
- Prepare reports for the ED and Board of Directors and support relevant committees.
- Implement and strengthen stewardship activities.
- Establish sound working relationships and cooperative arrangements with relevant foundations, community groups, and organizations.
- Work with BCCDC and public health experts on projects and collaborative activities, where needed.
- Ensure adequate procedures and policies are in place and stay up to date on fundraising legislation, as well as financial reporting transparency with government and other regulatory and funding bodies.

- Make recommendations to the Director and ED regarding departmental growth and hiring or consultant needs, as appropriate, and support recruitment, on-boarding, and retention and all related policies and procedures.

Foundation Leadership & Internal Collaboration

- Provide proactive and supportive management and leadership of the fundraising staff team; support professional development and active career growth.
- Develop and oversee all professional training, cross-departmental training, culture, and team-building.
- Supporting organization strategy and planning across the Foundation.
- Foster a culture of respect, positivity, and trust, as well as an environment that supports teamwork and cooperation.
- Collaborate with the Communications lead/team on areas of collaboration, fundraising communications and plans, online donor acquisition, web and social media presence, etc.
- Provide input for annual operating and program budgets, as needed.
- Represent the organization at community events, networking opportunities, or other engagement activities.

Qualifications & Experience

- Proven experience in a broad and comprehensive fundraising program, including some combination of major gifts, annual giving, grant applications, planned giving, events, and corporate giving.
- An understanding or, and passion for, working in a small and dynamic growing charity is particularly key.
- Knowledge of public health, the health landscape in BC, and science would be a strong asset; at a minimum, a keen interest and desire to learn about public health.
- Comfort and experience discussing and advocating for social change and progressive social programs.
- Demonstrated skills in relationship-building, planning, and organizing fundraising initiatives.
- Experience with effectively directing organizational operations and planning toward the achievement of organizational goals and growth.
- Ability to leverage internal resources and relationships, such as senior staff leadership and key volunteers.
- Capacity to lead direct reports to success.
- Experience working across a diverse and complex environment, inspiring colleagues and engaging proactively with other team members.
- Strong communicator, verbal and written.
- Undergraduate degree in a relevant field, or an equivalent combination of education and experience.
- Ability to work flexible hours on occasion, based on predictable activities like early meetings and late events.

CANDIDATE PROFILE

To be most successful, the new Associate Director will possess the following traits and aptitudes:

- A builder. Keen on the idea of creating and being a part of a unique and growing organization. Comfort with growth and change. Analytical. A thoughtful risk-taker.
- Driven and perseverant. Undaunted by challenges, and approaches opportunities with an open and positive mindset. Self-motivated and tenacious.
- Adaptable. Smart and clever with flexible thinking and a creative outlook. Able to deal with the unexpected. Models and enables creative thinking, curiosity, and innovation to create new solutions. An excellent problem-solver.
- Ambitious. Visionary, and comfortable pushing the status quo. Thinks of the big picture.
- Collaborative. A true team player without ego or pretention, yet confident in their abilities and expertise. Cultivates strong and trusting relationships. Values good and open communication. Fosters respect, authenticity, emotional intelligence, responsibility, and accountability.
- Mission-aligned and dedicated. Holds genuine excitement for the Foundation's work and is willing to immerse themselves in public health, the social determinants of health, and harm reduction. Socially and politically progressive and open minded. Passionate and caring. Committed to equity and inclusion. Committed to social justice, anti-racism, and anti-Indigenous racism.

APPLICATION AND SELECTION PROCESS

BCCDC Foundation for Public Health has engaged The Discovery Group to lead this recruitment.

We welcome and encourage candidate questions and curiosity. To learn more or to apply, please contact Christoph Clodius, Vice President of The Discovery Group, at 604-836-1972, or christoph@thediscoverygroup.ca.

We will be accepting applications until the role is filled. Candidate submissions are requested as soon as possible as they will be evaluated on an ongoing basis.

The successful Associate Director can expect a collaborative working environment and comprehensive compensation. We offer the ability to work flexible hours, a hybrid workplace, cellphone reimbursement, wellness days for personal and care responsibilities, access to a professional development budget for continued learning and education. The Associate Director's salary range is \$95,000 – 105,000, paid vacation, and an additional financial contribution in lieu of benefits.

This role is based in the Lower Mainland. Our team is participating in hybrid in-office and remote work and will continue to do so for the foreseeable future. We value in-person collaboration opportunities and also support all employees in creating remote work schedules that work best for them and the organization. Therefore, you must be able to successfully and comfortably manage time, tasks, and work functions via remote work.

We value a diverse team. Applications are strongly encouraged from all qualified individuals regardless of disability, culture, ethnicity, race, sexual orientation, gender identity and expression, nation of origin, age, or religion. The BCCDC Foundation's work focuses on addressing health inequities; as such our fundraising practices and program areas are developed through a lens of equity, diversity, and inclusion, anti-oppression and Reconciliation.



BIO: Kristy Kerr, Executive Director

Kristy Kerr is the Executive Director of the BCCDC Foundation, where she is responsible for strategic direction, partnerships, organizational development, operations, and the consistent achievement of the mission, vision and mandate of the Foundation. Kristy manages day-to-day administrative functions, including finance, HR, and award management, as well as strategic functions, including fund development, marketing, communications, and building the profile of the Foundation. Kristy has worked in different research management and grant-writing roles, as well as international development and global health.

Kristy has a Masters in Public Health with a specialization in Health Promotion, as well as a Bachelor of Science in Animal Biology and an Associate of Arts Degree in Creative Writing. Kristy is very passionate about health promotion, prevention, equity and the social determinants of health. One of her passions is global health, focusing on the community level and building local capacity. Kristy has spent time working in Zambia and Kenya on various community-based initiatives. Her interests include the use of health promotion strategies and principles to advocate for human rights, social justice, and health equity.

Kristy is a Board Director for McLaren Housing Society, a Vancouver-based non-profit organization that provides housing and support services to people living with HIV who have low/limited income, are inadequately housed or are at risk of homelessness. She is dedicated to this work, as well as other community development activities. Kristy has been with the BCCDC Foundation since July 2013.