

Campaign Director



"The biggest thing is that TDG simplifies things. There are a lot of choices to be made in this business, not only from messaging and strategy but from a stakeholder engagement piece.

TDG brings it back to basics.

They are good at balancing governance and fundraising for the Board and are great at facilitating Board engagement. You are getting wisdom and intelligence with the bonus of someone who understands the sector."

Wendy Beauchesne, President & CEO, Alberta Cancer Foundation

The Discovery Group (TDG) is a boutique consulting firm dedicated to the social profit sector. We believe that social profit organizations can change the world. Our mission is to help our clients envision change, determine how to make it happen, and put the necessary tools and skills in place for success. We work with leaders who understand that enhancing the alignment between their purpose, their Board of directors, and their essential partners will increase their organization's ability to succeed.

TDG provides services to support our clients in three interrelated areas of the social profit sector:



**Executive Search &
Leadership Development
Services**



**Planning &
Governance**



**Campaign & Fundraising
Counsel**

Our purpose is to amplify positive change in the world. Our values are:

- Always learning
- Be compassionate
- Make it exceptional

TDG was founded in 2017 by Doug Nelson with the goal of aligning social profits' mission, leadership, and values. Since then, we have grown from a single Vancouver office to leading consultants in Victoria, Edmonton, Saskatoon, and Toronto, among other locations. The breadth and depth of our team – all of whom are employees of the firm – means that we can deliver unparalleled support to our clients. We sit on the same side of the table as them, and consider it a great privilege to partner at pivotal moments of transformation in the life of an organization.

Learn more about [The Discovery Group](#).

Overview of the Position

We invite expressions of interest for a **Campaign Director** to deliver exceptional fundraising counsel to our clients. Reporting to the Vice President, the Director will have direct hands-on responsibility for managing client projects and relationships. We therefore seek someone with exceptional fundraising credibility who can share their learnings and leverage TDG's team strengths to deliver successful and satisfying client experiences.

Success will result from being organized, highly professional and energetic, client-focused, solution-oriented, and able to effectively prioritize. TDG consultants are self-motivated individuals who can work independently and collaboratively.


Key Responsibilities will include:

- Providing strategic fundraising counsel to clients.
- Serving as project lead for a range of projects in TDG's service offerings, which include but are not limited to: campaign counsel; feasibility studies/market surveys; program reviews; skills coaching, and related areas.
- Providing exceptional service to, and maintaining excellent relations with, current and past TDG clients.
- Writing and delivering exceptional written materials to clients, such as insightful reports, compelling proposals, and inspiring cases.
- Collaborating with TDG colleagues in a supportive, collaborative, and kind manner.
- Participating in service design by working across TDG; being an active contributor at team meetings, planning sessions, and brainstorming sessions.
- Supporting the development of TDG's public activities by providing input, feedback, and information on podcast guests and slide deck postings.
- Recognizing and bringing forward new business opportunities; cultivating new clients as appropriate.

Ideal Experience & Competencies

To be successful as a TDG team member, the new Director will have:

- A deep personal commitment to providing high-quality service and exceeding expectations.
- An outstanding capacity to manage multiple projects, priorities, timelines, and relationships.
- The ability to quickly and effectively analyse and synthesize information, to draw parallels and conclusions, and to suggest potential solutions.
- Broad-based fundraising experience, with a particular focus on major gifts and campaign fundraising. A knowledge of the interactions between other fundraising and/or expertise in other complementary areas (annual, leaders, planned giving, sponsorships).

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- Professional and/or volunteer experience with organizations in more than one area of the social profit sector (e.g., post-secondary, healthcare, social services, arts & culture, etc.).
 - Passion for, and commitment to, the social profit sector, ideally evidenced through sustained involvement as a volunteer with a variety of charities and/or with professional organizations.
 - A collaborative mindset and approach, coupled with the ability to work with a high degree of autonomy and independence.
 - The ability to develop rapport quickly with a wide range of individuals and to maintain strong professional relationships over the long term.
 - Exceptional abilities to write compelling fundraising materials, proposals, cases, and reports.
 - Compelling ability to convey information and opinions in various ways, and great listening skills.
 - Previous experience working directly with Boards of Directors.
 - Flexibility and adaptability in thinking, attitude, and style.
 - Enthusiasm for working in a fast-paced, energetic, and deadline-driven environment.
 - Awareness and sensitivity to cultural uniqueness and norms, and a commitment to the principles of IDEA.
 - Warmth, enthusiasm, positivity, and a sense of humour.
 - Maturity, wisdom, and a high degree of emotional and social intelligence.
 - Confidence, poise, and presence, combined with impeccable professionalism and integrity.
 - Some familiarity with donor databases.

Information for Candidates

To apply or learn more, please contact Christoph Clodius, TDG's in-house search lead at christoph@thediscoverygroup.ca.

Application Timing & Selection Process: Applications will be reviewed on an ongoing basis, and the role will remain open until filled, so we encourage immediate enquiries and submissions. Applications should consist of a single PDF document including a formal cover letter/expression of interest outlining why you think you're great for us (and vice-versa), and a CV. All applications will be acknowledged, and candidates will be updated.

Compensation & Benefits: We have a compensation budget in the \$105,000 – \$130,000 range, plus benefits that include extended medical & dental coverage, a healthcare spending account, and holidays.

Location: TDG offices are located in Lower Lonsdale, North Vancouver, and are easily accessible by transit. We expect the Director to attend our Lower Lonsdale office regularly (1-2 days per week minimum).

While we envision a full-time position, we would also be willing to consider candidates who prefer to work the equivalent of 4 days per week.

TDG champions a diverse and inclusive sector, so we encourage applicants from diverse backgrounds, underrepresented groups, and different learning styles and abilities.

Land Acknowledgement

The Discovery Group is located on the traditional Cayuse, Umatilla, and Walla Walla homelands. We respectfully acknowledge and are grateful to live and work on the unceded and traditional territories of the sə̌lilwətaʔt̚ təməxʷ (Tseil-Waututh), Skwxwú7mesh-ulh Temíxw (Squamish), S'ólh Téméxw (Stó:lō), Stz'uminus, and šxʷməθkʷəy̓əməʔt̚ təməxʷ (Musqueam) peoples. We recognize and respect the longstanding relationships that Indigenous peoples have had with these territories.

At TDG, we view responsible corporate citizenship as an integral part of our consulting ethos. Our commitment extends beyond words to action, as we strive to build meaningful partnerships with Indigenous communities. We recognize the resilience of Indigenous peoples and their unique insights, and we are dedicated to supporting initiatives that empower and uplift their communities. We are honoured to be on this journey of reconciliation, working alongside Indigenous partners as we collectively shape a more equitable, inclusive, and sustainable future.



Additional Background and Context

- This role will be based in the Lower Mainland/Greater Vancouver area to support and attend client meetings.
- This position requires occasional yet predictable flexibility in schedule, including meetings and calls outside of conventional business hours. Ordinarily, some travel may be expected.
- We work in a trusting and collegial manner, and it's crucial that all staff are kind and have a sense of humour.
- We work with the Mac OS; Office 365 (Microsoft Word, Excel, and PowerPoint); and social media platforms, especially LinkedIn. We also use document sharing, website, or work-flow apps (e.g., Teams, SharePoint, OneDrive, Acrobat, Smartsheet, etc.).



Navigating complex challenges for social profits

The Discovery Group is an international consulting firm dedicated to the social profit sector. We believe that social profit organizations can change the world. Since 2017 it has been our mission to help social profits across the globe achieve their vision and elevate community impact. We work side-by-side with our clients to help them envision change, determine how to make it happen, and put the necessary tools and skills in place for success.

www.thediscoverygroup.ca

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