



Senior Manager, Philanthropy

Executive Profile Presented By



BC Women's Health Foundation (BCWHF) is BC's largest non-profit organization dedicated to advancing the full spectrum of women's health. Our Mission is to ensure exemplary healthcare for women and newborn health by providing solution-focused philanthropy that delivers tangible societal impact. For over 30 years, we've helped transform women's health.

Our mandate is to support the groundbreaking care at BC Women's Hospital + Health Centre and the transformative initiatives at Women's Health Research Institute to catalyze meaningful changes in women's health in BC and beyond. BC Women's Hospital + Health Centre, the province's only women's hospital, serves 80,000+ patients annually through 60+ specialized clinics and programs devoted to women's and newborn health.

BCWHF funds groundbreaking research, delivers state-of-the-art equipment and technology, and enhances family-centred care for women and newborns across BC. The Foundation powers new possibilities across key initiatives in NICU Care and MRI, Menopause and Midlife Women's Health, Perinatal Mental Health Unit, to name just a few.

To support this essential work, the Foundation is seeking a **Senior Manager, Philanthropy**. In this new role, the Senior Manager will be responsible for Major Gifts fundraising and will be accountable for \$1M+ in revenue. Working collaboratively with, and in support of, the Vice President and other development and strategy team members, they will cultivate, solicit and steward their portfolio of approximately 150 doors and prospects for the Foundation's fundraising priorities.

This is a great opportunity for an enthusiastic fundraiser to:

- Have a lasting impact on women's and newborn health in British Columbia;
- Leverage their Major Gifts fundraising experience;
- Work in a collaborative, inclusive, and high-performing team culture.

The Foundation is also hiring additional members of their fundraising team, particularly in major gifts. Please reach out if you have an interest beyond the Senior Manager, Philanthropy role.

Information for Candidates

BC Women's Health Foundation has partnered with The Discovery Group
in support of building their team.

If you're interested or curious, or know someone who is, please be in touch.

To apply or learn more, please contact Christoph Clodius at christoph@thediscoverygroup.ca or Laura Heikkila at laura@thediscoverygroup.ca.

Application Timing and Process:

Candidates will be evaluated on an ongoing basis, so we are encouraging early and/or immediate applications and inquiries prior to applications.

Compensation & Benefits:

The Senior Manager's salary range is \$85,000 – \$110,000, depending on experience and ability. A comprehensive health benefits package through PHSA includes extended medical and dental coverage, enrolment in the Municipal Pension Plan, four weeks of vacation, and work from home options.

Location:

The Foundation's offices are located at 4500 Oak Street, Vancouver, and offer a hybrid work environment with 3 days from the office.

Diversity, Equity and Inclusion:

We are committed to developing a team where reconciliation, equity, diversity, and inclusion are the cornerstone of what we believe in and where we want to go.

When we refer to "women", we are referring to women in all their diversity, inclusive of LGBTQ2SAI+ individuals.

Territory Acknowledgement:

We acknowledge that we carry out our work on the traditional, ancestral, and unceded territories of the skwxwú7mesh (Squamish), selilwitulh (Tsleil-Waututh), and x̱məθḵ'əyəm (Musqueam) nations.

We thank the Indigenous communities who are allowing us to carry out our work on their lands. For thousands of years this place has been care taken by Indigenous communities and is still home to many peoples whose presence here is appreciated and honoured.



About the Foundation

Our Vision:

Support life-changing healthcare for women and newborns across BC.

Our Mission:

To ensure women and newborns in BC have access to world-class healthcare at all life stages, through support of groundbreaking care at BC Women's Hospital + Health Centre (BCWH) and transformative research initiatives at Women's Health Research Institute (WHRI).

Our Values:

Equity: We are committed to advancing equity in women's health by funding solutions to ensure every woman and newborn has access to the highest quality healthcare when, where, and how they need it.

Evidence-Informed Impact: We lead with facts. Research, data, and lived experience guide everything we do — because real change in women's health starts with what the evidence tells us.

Authentic Connection: We show up with transparency, heart, and integrity. Whether we're speaking with donors, researchers, or the community, we lead with honesty and aim to build genuine relationships rooted in trust.

History:

BC Women's Health Foundation has been transforming women's and newborn health for over 30 years.

Learn more about our history: bcwomensfoundation.org/25-years-of-supporting-womens-health



Fundraising

The Foundation's dedicated team of 18 staff raised over \$5.2M in 2024 from a variety of sources, including major gifts, corporate support and sponsors, events, and individual donors.

To learn more, see:

- 2025 Impact Report: bcwomensfoundation.org/impact-report-2025/
- 2024 Annual Report: bcwomensfoundation.org/impact-report-2024/

Our Fundraising Priorities

BC Women's NICU Care + MRI

For the more critically ill and premature babies, a dedicated NICU MRI at BC Women's Hospital will enable immediate imaging – no transport, no anesthesia. This breakthrough technology means faster diagnosis, safer care, and better outcomes. It will also power research to transform the future of neonatal brain health.

Learn more here: bcwomensfoundation.org/nicu-mri/

Menopause + Midlife Women's Health

Women in midlife face daunting new health challenges. To help them navigate these challenges, this program will combine holistic research with real-time clinical care. This will lead to improved treatment options and better healthcare experiences. Together with BC Women's Hospital + Health Centre, the University of British Columbia and the Women's Health Research Institute, we envision a highly specialized care centre where midlife women are seen, heard and supported.

Learn more here: bcwomensfoundation.org/midlife-health/

Perinatal Mental Health

For high-risk new moms struggling with mental health challenges, North America's first Perinatal Mental Health Unit will deliver an innovative and integrated model of care that seeks to minimize mother-baby separation – reshaping the future of care for patients, babies and families.

Learn more here: bcwomensfoundation.org/pmhu/

Maternal Newborn Health

As the provincial leader in maternal and newborn care, BC Women's Hospital + Health Centre must be equipped to meet the urgent needs of mothers and their newborns who are at higher risk. BC Women's Hospital will be the first hospital in Canada to use a Rotational Thromboelastometry (ROTEM) device to help diagnose postpartum hemorrhage in new mothers.

Learn more here: bcwomensfoundation.org/maternal-newborn/

Women's Research + Innovation

Research is critical to a future with groundbreaking treatments and innovative healthcare. With funding from BC Women's Health Foundation, the Women's Health Research Institute is igniting health research for women and newborns, making way for Good Things To Come.

Learn more here: bcwomensfoundation.org/womens-health-research/

Global Cervical Cancer

BC has been a leader in cervical cancer research for decades. The journey began with a commitment from BC Women's Hospital + Health Centre in 2005 to provide seed funding to support Dr. Ogilvie's work involving self-screening for cervical cancer. This was followed by a long-term commitment to research, with landmark large clinical trials for HPV screening and pilot programs involving self-screening. Years of dedication and innovation led to BC becoming the first province in Canada to offer free province-wide cervix self-screening kits as part of the provincial transition to HPV primary screening.

Learn more here: bcwomensfoundation.org/cervical-cancer/

About the Role

The Senior Manager, Philanthropy, will be a key member of the fundraising team. Reporting to the Vice President, Philanthropy, the Senior Manager will be a strong relationship builder with a deep understanding of Major Gift fundraising.

Specific Responsibilities:

Prospecting + Cultivation:

- Identify prospective donor relationships with foundations, individuals, businesses and organizations appropriate for targeted cultivation and addition to Major Gift pipelines.
- Develop and implement appropriate cultivation strategies.
- Develop briefing notes, backgrounders, presentations, and talking points for prospect engagement activities.

Solicitation + Stewardship:

- Develop and maintain relationship management strategies for the assigned portfolio of donors.
- Develop proposals to solicit foundations and individuals, partnering with peers from Strategy.
- Solicit major gifts (\$10,000+) through customized proposals and face-to-face meetings (virtual and in-person), securing multi-year commitments where possible.
- Maintain stewardship contact with donors as their relationship manager, including the delivery of recognition and accountability.
- Work with the donor relations team to ensure that appropriate stewardship activities are carried out.

Pipeline Management, Administration + Other:

- Continually build a pipeline across stages of identification, cultivation, solicitation and stewardship.
- Maintain working knowledge of significant developments and trends in non-profit management, programming, and philanthropy.
- Ensure gift documentation is in place, payments are received on pledged gifts and gift acknowledgments are accurately and promptly issued.
- Maintain accurate and current data, records and reports.
- Work with all members of the Foundation team to anticipate linkages in annual plans to ensure that required resources/deliverables are integrated and supported across all teams.

Qualifications

Education + Experience:

- 5+ years of fundraising experience, with a proven track record of meeting or exceeding revenue targets.
- Demonstrated success in directly securing major gifts at the \$10,000+ level.
- Experience working with donors through all stages of the donor cycle.
- Experience and comfort meeting one-on-one with prospects and donors virtually or in person, making cold calls and promoting fundraising priorities, and building relationships with high-profile professionals for cultivation and gift solicitation.
- Demonstrated ability to understand the needs and interests of leadership and donors to develop relationships between them and the Foundation.
- Well-developed interpersonal skills and ability to work effectively with a variety of individuals.
- Proven ability to exercise a high degree of good judgment, tact, diplomacy and discretion.
- Self-driven and comfortable working independently and remotely.
- Familiarity with the philanthropic landscape in BC.
- Familiarity with Imagine Canada Fundraising principles and CRA regulations related to charitable giving.
- Experience working in the health care sector is considered an asset.
- Professional or personal background in gender equity, health equity, social determinants of health, health research and/or other health care spaces (including lived experiences). Specific experience with Indigenous, Immigrant, or LGBTQIA2+ health/wellbeing is an asset.
- Undergraduate degree in fundraising, sales and marketing, or a combination of experience and education through recognized courses/training in fundraising.

General:

- Ensures exemplary demonstration of the Foundation's core values of strength, innovation, collaboration, integrity, and inclusivity.
- Actively supports Reconciliation, Equity, Diversity + Inclusion (REDI) efforts of the Foundation, participates in inclusivity initiatives, demonstrating respect for differences through words and actions; seeks different perspectives when creating solutions.
- As a member of the Foundation team, the Senior Manager is also expected to participate in the Foundation's Signature Events or other key events in which all staff are expected to play a role.
- Performs other duties as assigned by the Vice President, Philanthropy, consistent with the scope of the role.



Skills + Competencies:

- Strong organizational skills to determine work priorities and manage multiple projects in a fast-paced work environment.
- Highly collaborative with the ability to develop strong partnerships across the organization.
- Excellent communication skills, including the ability to write clear and compelling letters and proposals, as well as make concise and engaging presentations.
- Proficient in Microsoft Office suite of products and a CRM, preferably Raiser's Edge.
- Valid driver's license and ability to travel.

Outlook + Attitude:

- A friendly, positive, client-focused attitude.
- A passion and curiosity for solving problems using creative and innovative approaches.
- Thrives in a small, flexible team environment.
- Enjoys taking complex data and presenting it in a clear and simple manner.
- Commitment to the vision and goals of the organization.

Leadership Biographies



Cally Wesson, President + CEO

Cally Wesson has dedicated her career to helping women, children, and families thrive. As President + CEO of the BC Women's Health Foundation (BCWHF), she is known for her collaborative leadership and her ability to bring people together to create meaningful change. She leads a passionate team committed to improving the health and

well-being of women and newborns across British Columbia.

Since joining BCWHF, Cally launched Women's Health Research Month, an initiative that began in BC and is now recognized across Canada. Under her leadership, the Foundation is at the forefront of the philanthropic movement for women's health, driving research, awareness, and investment in areas that have long been overlooked, including menopause and maternal mental health.

Before joining BCWHF, Cally served as CEO of Variety – the Children's Charity, where she more than doubled fundraising and introduced impactful programs such as Continuous Glucose Monitors and Private Autism Assessments, expanding access to vital healthcare supports for families. Guided by collaboration, compassion, and vision, Cally continues to build philanthropic partnerships that strengthen BC's healthcare system and create a healthier future for women and families.



Aryana Sye, Vice President, Philanthropy

Aryana Sye, Vice President of Philanthropy at BC Women's Health Foundation, has more than 15 years of experience leading fundraising initiatives across Vancouver's arts, education, health, and science sectors.

A collaborative and strategic leader, Aryana oversees the Foundation's philanthropic programs, including major gifts, corporate partnerships, planned giving, and donor stewardship. Her work is guided by a deep commitment to building lasting relationships and creating meaningful opportunities for donors to advance women's health.

Before joining the Foundation, Aryana held senior fundraising roles as Senior Director of Development at the Vancouver Art Gallery and Manager of Leadership Giving at the Canadian Cancer Society. Throughout her career, she has demonstrated an ability to exceed fundraising goals and deliver measurable impact. Combining creativity with a deep understanding of fundraising best practices, Aryana continues to strengthen BC Women's Health Foundation's philanthropic partnerships and inspire support for a healthier future for women and families across the province.



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.

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