BC WOMEN'S HEALTH FOUNDATION



Director, Philanthropy

Executive Profile Presented By

THE DISCOVERY GROUP



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 newborns 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 the 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, and the Perinatal Mental Health Unit, to name just a few.

To support this essential work, the Foundation is seeking a **Director, Philanthropy**. Reporting to the Vice President, Philanthropy, the Director leads the planning and execution of the assigned major gifts fundraising portfolio, including the assigned key initiatives and campaigns that advance BC Women's Health Foundation's fundraising priorities across NICU care, Menopause + Midlife Health, and Perinatal Mental Health. This role is responsible for actively managing major gift prospects and for meeting annual revenue and activity targets.

This is a great opportunity for an experienced major gifts fundraiser to:

- Bring their energy and verve to a compelling and meaningful cause;
- Leverage their Major Gifts fundraising experience for lasting impact on women's and newborn health in BC;
- Lead a small and dedicated fundraising team;
- Help shape the Foundation's major gift strategy, identifying new opportunities, working with hospital and research partners, and helping the program grow;
- Work in a collaborative, inclusive, and mission-driven team culture.

Information for Candidates

This search is being led by BCWHF's search partner, The Discovery Group.

If you or someone you know is interested or curious, please connect with Christoph Clodius at christoph@thediscoverygroup.ca.

We welcome questions and enquiries prior to applications.

Application Timing and Process

All submissions should be received by December 15, 2026. To apply, send a cover letter/expression of interest and resume/CV together in a single document to Christoph, or through The Discovery Group's website.

Compensation & Benefits

The Director, Philanthropy's salary range is $130,000–$150,000 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, a flexible work-from-home arrangement, and a nine-day fortnight option.

Location

The Foundation's offices are located at 4500 Oak Street, Vancouver, and offer a hybrid work environment with three days in the office. There is a free shuttle that operates often from the King Edward SkyTrain station, and a transit subsidy benefit through PHSA.

Diversity, Equity & 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 sḵwx̱wú7mesh (Squamish), səl̓ilwitulh (Tsleil-Waututh), and xʷməθkʷəy̓əm (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 cared for 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 the 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: https://bcwomensfoundation.org/30-years/



Fundraising Results

The Foundation's dedicated team of 20 staff raised a record $6.2 million in 2026 from a variety of sources, including major gifts, corporate support and sponsors, events, and individual donors. In addition to fundraising, income from government, investments, and other sources brings this total to an impressive $8.4M in raised revenue, an increase of over 45% from fiscal 2025.

To learn more, see our 2026 Impact Report here.

The Foundation's successes are due to a proven Major Gifts program, named funds that resonate, and a loyal donor core. Looking ahead, the Foundation is in the planning stages of a significant, multi-year comprehensive campaign that will galvanize our donor community around crucial women's health needs. The Foundation has partnered with a credible fundraising consultancy to develop the case, priority setting, and other campaign infrastructure needs.

The Director will play a contributing role in the campaign in partnership with the VP, who is charged with leading the campaign planning and activities.

Our Fundraising Priorities

The Foundation remains focused on the following priorities:

BC Women's NICU Care + MRI

For the most 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: https://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: https://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: https://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: https://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: https://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: https://bcwomensfoundation.org/cervical-cancer/



About the Role

Reporting to the Vice President, Philanthropy, the Director, Philanthropy leads the planning and execution of the assigned major gifts fundraising portfolio, including the key initiatives and campaigns that advance BC Women's Health Foundation's fundraising priorities.

The Director's portfolio leads key fundraising priorities, advancing transformative philanthropy in groundbreaking initiatives across NICU care, Menopause + Midlife Health, and Perinatal Mental Health.

This role is responsible for actively managing and building a pipeline of major gift prospects – initially donors of $10,000 and up, and aspiring to work with donors capable of giving substantially more. This role will also work cross-functionally with internal stakeholders and hospital leadership to strengthen a collaborative, organization-wide culture of philanthropy.

Key responsibilities include:

Major Gifts & Donor Relations

- Manage a portfolio of major gift donors and prospects in support of their assigned portfolio and fundraising campaign; develop and execute customized strategies to qualify, cultivate, solicit, and steward relationships.
- Secure multi-year commitments and inspire increased giving over time; achieve annual revenue and activity targets aligned with operational plans and budgets.
- Prepare high-quality proposals, presentations, briefing notes, and correspondence for donor engagement and solicitation.
- Strategically involve the VP Philanthropy and/or President + CEO and key volunteers in donor relationship development and stewardship activities.
- Partner with stakeholders to align donor interests with priority opportunities to advance gifts.

Strategy, Programs, and Campaign Support

- Under the direction of the VP Philanthropy, develop and implement a multi-year (e.g., three-year) growth strategy and annual workplans for major gifts.
- Work in concert with development leadership to strategize, develop, and implement fundraising programs, initiatives, and campaigns aligned with Foundation needs.
- Identify and implement new and innovative ways to engage major donors and prospects.
- Provide updates on program performance, pipeline health, and ROI; use data to adjust strategy and optimize results.

Team Leadership & Collaboration

- Provide day-to-day leadership, coaching, and direction to two philanthropy team members (and others as assigned in the future); support a culture of collaboration, accountability, and high performance.
- Strengthen cross-functional coordination with Donor Relations, Corporate Partnerships, Marketing/Communications, Finance/Operations, and other Foundation team members to ensure an integrated donor experience.
- Contribute to campaign planning and knowledge-sharing; support training and development of team members.

Administration, Reporting & Systems

- Ensure accurate and timely documentation of donor activity, moves management, and reporting in Raiser's Edge (or comparable CRM).
- Oversee administrative duties associated with major gifts activity, including meeting coordination, contact reports, proposal tracking, and portfolio reporting.
- Monitor progress against revenue, activity, and pipeline goals; prepare regular reports and analysis for leadership.

Organizational Leadership & Values

- Model and reinforce the Foundation's core values of strength, innovation, collaboration, integrity, and inclusivity.
- Actively support Reconciliation, Equity, Diversity + Inclusion (REDI) efforts, demonstrating respect for differences and seeking diverse perspectives when creating solutions.
- Build and maintain professional and respectful working relationships that are collaborative and positive with internal and external contacts.
- Maintain a high degree of confidentiality and use judgment and tact when handling confidential or private information.
- Perform other tasks as assigned by VP Philanthropy or President + CEO, consistent with the scope of the job.
- Participate in Foundation signature events and other key activities as required; willingness to occasionally work evenings and weekends.



Qualifications & Competencies

Competencies and Traits

To be successful in this role and thrive with our donor community, we seek a Director who is:

- A proven, sophisticated major-gift fundraiser to take confident ownership of the major-gift portfolio and strategy;
- Adept at actively working a pipeline; genuine enthusiasm and initiative for meeting with any donors;
- Passionate for women's health and closely aligned to our mission;
- A go-getter with oomph, drive, and panache; energetic and passionate about the work;
- Highly self-motivated, persistent, and focused on moving the program forward;
- Confident and credible with key and high-profile donors, influential volunteers, families, patients, and community members;
- A collaborative, experienced, and inspiring leader; fosters a supportive culture that balances accountability and empowerment;
- Strategic and analytical, with a building mindset; quick to spot and leverage emerging opportunities;
- Highly organized, with strong attention to detail;
- Keenly relational; influences, persuades, and maintains close relationships with donors, prospects, and internal and external constituents;
- Alert, curious, and attentive; an active listener who wants to get to know the hospital and research teams;
- Handles issues and concerns with tact, diplomacy, and discretion; exercises sound judgment at all times;
- Down to earth and authentic, with a sense of humour;
- Adaptable and resilient; thrives in ambiguity and adjusts to different people and contexts.

Education & Experience

- Undergraduate degree in a relevant field, or an equivalent combination of education and experience.
- Significant progressive fundraising experience with demonstrated success securing five-figure gifts and preferably six-figure gifts and above.
- Proven success managing a major gifts portfolio across the full donor cycle (identification, qualification, cultivation, solicitation, stewardship).
- Experience in healthcare fundraising and knowledge of the BC philanthropic landscape is considered an asset.
- CFRE designation is considered an asset, along with being in good standing with the ethical codes of one or more of the following organizations: AFP, AHP, CAGP, CCAE.

Additional Desired Skills & Attributes

- Excellent written and verbal communication skills; ability to craft compelling cases for support and persuasive proposals.
- Knowledge of Imagine Canada fundraising principles and CRA regulations related to charitable giving; commitment to ethical fundraising standards.
- Proficiency with the Microsoft Office suite of programs, specifically Outlook, Word, Excel, and PowerPoint; experience with donor database systems such as Raiser's Edge is an asset.
- Ensures exemplary demonstration of the Foundation's core values of strength, innovation, collaboration, integrity, and inclusivity.



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, 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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