



Chief Development Officer – Compassion Canada

This executive search is conducted by Nelson/Kraft & Associates on behalf of Compassion Canada

EXECUTIVE SUMMARY

Compassion Canada is searching for an inspiring and motivated fundraising leader to join their team as Chief Development Officer (CDO)!

Compassion is a leading international child development organization, committed to releasing children from poverty in Jesus' name. The CDO is responsible for advancing the mission of Compassion by leading the Partner Relations Division in developing and deepening relationships with individuals and institutions in order to inspire and enable them to move with Compassion. The Partner Relations Division is the primary revenue generating team, with responsibilities to grow fundraising support in a variety of channels. Additionally, this role shares organizational leadership through participation in a highly collaborative Executive Leadership Team (ELT).

If you are a passionate and seasoned fundraising executive with proven success leading teams and generating growth, and you fully align with the mission and convictions of Compassion Canada, we would love to hear from you.

WHO WE ARE

As a leading child development organization, Compassion's mission is to release children from poverty in Jesus' name.

Compassion was founded in 1952 when a move of compassion ignited our founder's heart for children. Today, Compassion's proven holistic child development program is helping nearly 2.4 million children and youth overcome poverty in every aspect of their lives. We partner with over 8,600 local churches in 29 countries around the world to deliver our programs and spark generational change in families and entire communities.

1.7 million supporters around the world—including over 90,000 Canadians—are a part of this movement, making a real and tangible difference in the fight against poverty. Our invitation is simple: move with compassion to make an impact in the lives of children and youth living in poverty.

OUR VISION

Every child. Every Jesus follower. Every life transformed.

OUR VALUES

In everything we do, we put Christ at the centre and seek to work with integrity, discernment, dignity, stewardship and excellence.

OUR STRATEGY

Strategic Anchors:

- Christ-centred
- Child-focused
- Church-driven

KNOWLEDGE, SKILLS & ABILITIES

- A spiritually mature leader who is completely committed to Compassion's Christian mission, values and beliefs.
- Must value the holistic well-being of themselves and others and commit to living and leading in a way that cultivates overall holism.
- Kingdom-minded, mission-driven, neighbour-centred, data-informed, community-discerned, faith-filled and courageous in setting organizational direction.
- Committed to excellence, integrity, dignity, stewardship and discernment.
- Committed to building a Jesus-centred culture that promotes the principles of diversity, equity and inclusion.
- Proven ability to build a relationship-focused and results-oriented environment, where individuals flourish and long-term organizational health and performance are optimized.
- High emotional health and emotional intelligence (EQ), cultural intelligence (CQ) and intellectual intelligence (IQ).
- Growth mindset, forward-thinking and committed to building a learning organization.
- Proven leadership capabilities with in-depth people management and interpersonal skills.
- Strong communication, conflict and change management skills.
- Excellent planning, operational and analytical skills.

Role Specific

- Thorough understanding of the not-for-profit sector and legislative environment.
- In-depth knowledge of international relief and development work.
- Expertise in fundraising, philanthropy and government relations.
- Knowledge of church denominations and giving trends in Christian culture.
- Forward-thinking and innovative, with a learning mindset and drive to find new and creative ways to increase Compassion's reach and influence.
- Able to develop a high-performance culture with resilient teams while developing a strong brand awareness in relationships across Canada.
- Seven to ten years of proven experience in a similar or related role that includes fundraising, partner development and people management.
- Church or ministry experience, an asset.
- International program knowledge, an asset.
- Degree in a related field.

- Bible college or seminary degree, an asset.
- International development degree, an asset.
- CFRE, an asset.

Travel Requirements

- Remote or hybrid position, as part of Compassion Canada's Flexible Workplace Philosophy and Policy.
- Moderate to significant local, national and international travel is expected.

Location: GTA, ON (preferred; monthly ELT meetings in region)

Application Deadline: January 30, 2026

Start Date: TBD

Salary Range: \$135,000 - \$150,000 + generous benefits package

APPLY online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

ABOUT US

[Nelson/Kraft & Associates Inc.](#) is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position. Nelson/Kraft & Associates Inc. is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.