



Chief Development Officer – Scott Mission

This executive search is conducted by Nelson/Kraft & Associates on behalf of Scott Mission

EXECUTIVE SUMMARY

Scott Mission is seeking a seasoned fundraising executive to join their team as Chief Development Officer (CDO)!

The CDO is a mission-critical, enterprise-wide leader responsible for driving top-line philanthropic revenue and unlocking the full value of fundraising as a strategic lever for organizational impact. As a core member of the Executive Leadership Team, the CDO partners closely with the CEO and peer executives to provide spiritual leadership to the organization, shape institutional strategy, accelerate growth, and ensure long-term financial sustainability.

The CDO leads a vertically integrated development function that aligns with enterprise priorities and expands across all giving channels – major gifts, corporate and foundation relations, planned giving, campaigns, and annual programs. This role requires a high-performing, visionary executive with the ability to translate strategy into scalable fundraising operations and measurable outcomes. The CDO drives enterprise participation in philanthropy, ensuring that fundraising is embedded as a shared priority across leadership, staff, and stakeholders.

If you are an experienced fundraising leader with demonstrated success in securing principal gifts and leading teams, and you fully align with the mission and convictions of Scott Mission, we would love to connect with you.

WHO WE ARE

Scott Mission is a Christian ministry of mercy and love. We aim to meet the needs of people with love and compassion and seek to bring spiritual, physical, and emotional wholeness to their lives.

The Mission is privately funded and employs over 160 dedicated staff at 502 Spadina, our Welcome Centre and Men's Shelter at 346 Spadina, our Family Centre in East York, the Collingwood Retreat Centre, and our Summer Camp in Caledon. Our various ministries offer support and provisions for the homeless, low-income families, and children and youth.

Two years ago, we moved our administrative offices and centralized services to 5 McLachlan, Etobicoke. This position will work out of this location.

QUALIFICATIONS

EDUCATION

- Bachelor's degree in business, nonprofit leadership, or related field, required; master's degree, preferred.
- CFRE certification or equivalent credentials, a strong asset.

EXPERIENCE

- 10-15+ years of progressive experience in fundraising, with a minimum of 5 years' experience in a C-suite or senior enterprise leadership role.
- Demonstrated success leading complex fundraising programs with a strong track record of securing principal gifts.
- Proven ability to lead high-performing teams and manage cross-functional enterprise initiatives.
- Experience influencing and working closely with a board of directors and executive peers.
- Deep fluency in donor management systems and fundraising analytics (e.g. Salesforce, Raiser's Edge).

CORE COMPETENCIES

- **Executive Leadership:** Strategic thinker with ability to align fundraising with long-term vision and organizational health.
- **Enterprise Collaboration:** Strong collaborator who thrives in matrixed environments and drives organization-wide engagement.
- **Performance Management:** Data-driven operator with a bias for action, accountability, and continuous improvement.
- **Influence & Communication:** Exceptional communicator with the presence and skill to engage diverse audiences and inspire investment.
- **Innovation & Agility:** Change agent who embraces innovation, adapts quickly to evolving priorities, and leads through complexity.
- **Mission-Driven Stewardship:** Deep commitment to the organization's mission and values, with the integrity to lead through trust and transparency.

Location: Toronto, ON

Application Deadline: January 30, 2026

Start Date: TBD

Salary Range: \$165,000 - \$180,000

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.