



Position Title	Senior Manager, Partnerships	Type	Full Time, 1-year contract, based in Calgary (possibility of renewal, subject to organizational needs)
Department	Development	Salary	\$90,000 - \$95,000
Reports to	Associate Director, Partnerships and Engagement	Updated	April 2026

About Children's Aid Foundation of Canada

Children's Aid Foundation of Canada is our country's leading charity dedicated to improving the lives of children and youth involved in the child welfare system. Guided by a bold new 2025–2030 strategic plan and Impact Framework and working roughly with 100 child- and youth-serving organizations across the country, the Foundation is focused on driving meaningful, measurable change through outcomes-based partnerships, philanthropy, community engagement, and systems-level influence.

Our work is grounded in four key focus areas critical to long-term stability for children and youth in and from care: Education, Employment, Mental Health and Well-being, and Strong Families and Lifelong Connections. Together with partners and young people, we fund high-impact programs and collaborate on innovative approaches to address persistent challenges in the child welfare system.

As we expand our national reach and impact, joining the Foundation means becoming part of a passionate, future-focused team committed to equity and measurable change.

To learn more about us, [please visit our website](#).

To better understand our impact, please watch our '[Investing in the Future, Today](#)' video.

This posting is publicly available and open to all qualified applicants.

The Ideal Candidate

Are you a dynamic, results-driven professional who thrives in a fast-paced environment and is passionate about making a meaningful difference for children and youth involved with the child welfare system?

We're looking for a highly motivated individual with a proven track record in fundraising and business development. Someone who excels at building and maintaining strong, value-based relationships and brings both strategic insight and heart to their work. The ideal candidate is a self-starter who works effectively and independently, consistently delivering strong results, and is comfortable navigating ambiguity and adapting to shifting priorities in a growing and evolving environment. The ideal candidate is skilled at managing volunteer committees and engaging diverse stakeholders.

If this sounds like you, we invite you to apply and share what draws you to this opportunity.

The Opportunity

The Senior Manager, Partnerships serves as a national connector and ambassador for the Foundation in Western Canada, advancing CAFC's national strategy by strengthening regional relationships that drive revenue growth, influence, and national visibility. Based in Calgary, this role bridges local corporate leaders, senior executives, and volunteer champions with the Foundation's broader national partner ecosystem, representing CAFC with credibility, consistency, and purpose.



A core focus of the role is the expansion of Teddy Bear Adventure, our workplace fundraising program that engages employees through committee-led fundraising initiatives through the summer, into new markets, positioning it as a flagship, pan-Canadian corporate engagement platform. Through strategic partner mobilization and senior-level relationship building, the Senior Manager will help elevate the Foundation's profile, grow unrestricted revenue, and strengthen corporate and community engagement across Western Canada.

This role also plays a key part in establishing scalable models for corporate activation, partnership development, and volunteer-led fundraising that can be replicated in future markets, contributing directly to CAFC's national growth and long-term revenue sustainability. In parallel, the Senior Manager contributes to revenue growth through sponsorship sales, corporate partnership development, and major gift fundraising, supporting a diversified and resilient national fundraising portfolio.

Additionally, the Senior Manager works cross-functionally and externally to amplify impact and influence, partnering closely with the Communications & Public Affairs and Impact teams.

This is an ideal opportunity for a motivated, relationship-driven fundraiser with strengths in partnership development, volunteer engagement, workplace fundraising, and campaign execution, who thrives in a role that combines external influence with measurable impact.

Key Responsibilities

Teddy Bear Adventure & National Expansion Support

- Support growth and execution of **Teddy Bear Adventure** as a nationally recognized corporate engagement and fundraising platform, working closely with the Associate Director to expand participation, fundraising revenue, sponsorship revenue, and partner visibility.
- Mobilize corporate leaders and volunteer champions to act as national ambassadors, strengthening CAFC's visibility, credibility, and influence.
- Represent the Foundation at events, campaign activities, workplace initiatives, and engagement opportunities in Western Canada.
- Contribute to cross-market collaboration by sharing insights, best practices, and partner intelligence to inform national campaign strategy. Strengthen partner stewardship and recognition in ways that reinforce national partnership value and long-term engagement.

Corporate Partnerships

- Identify, cultivate and solicit new prospects to build pipeline of corporate partners that contribute to both local revenue growth and national relationship development.
- Develop creative, tailored, and strategic proposals to increase corporate revenue potential, encompassing philanthropy, sponsorship, cause marketing, and opportunities to leverage employee engagement.
- Collaborate across the Foundation, particularly with the Donor Relations, Stewardship and Engagement team, to ensure high-quality execution of cultivation, recognition, stewardship, and impact reporting activities that strengthen donor engagement and support.



Major Gift Fundraising - Individuals & Foundations

- Leverage regional relationships and networks to introduce new individual and foundation supporters to CAFC's national priorities.
- Identify, cultivate, and solicit new prospects to build pipeline of individual donors and private foundations across Western Canada, with a focus on gifts ranging from \$5,000–\$100,000.
- Support donor engagement through personalized outreach, meetings, and stewardship touchpoints that strengthen long-term relationships and giving potential.

Development Operations & Reporting

- Maintain accurate and up-to-date donor management systems, including call notes, call briefs, Raisers Edge actions, correspondence, stewardship activities, and reporting.
- Ensure compliance with Raiser's Edge operating policies and procedures.
- Contribute to fundraising strategy and planning in collaboration with the Development team.
- Performance tracking and evaluation of fundraising programs, including Teddy Bear Adventure.

Cross-Functional & External Collaboration

- Work closely with the Communications & Public Affairs team to support influencing strategies that elevate CAFC's national profile, regional visibility, and thought leadership in Western Canada.
- Collaborate with the Impact Team, and where applicable, key delivery partners across Western Canada to support alignment between philanthropy, impact, and storytelling.
- Serve as a visible ambassador for the Foundation at events, meetings, and sector convenings, strengthening CAFC's reputation, credibility, and relationships across the region.

Essential Qualifications and Competencies:

- Relevant experience, typically 5+ years in fundraising, corporate engagement, sponsorship, business development, or community partnership management.
- Relevant post-secondary education in, or a related field or an equivalent combination of education and experience
- Proven success in cultivating and securing partnerships and/or sponsorships.
- Experience with peer-to-peer fundraising, community campaigns, or workplace giving considered an asset.
- Strong relationship-building, communication, and presentation skills.
- Highly organized project manager, able to balance a range of concurrent priorities.
- Collaborative, solution-focused, proactive, and comfortable working with volunteers and senior leaders.
- Knowledge of the corporate and philanthropic landscape in Western Canada or experience developing partnerships in Western Canada an asset.
- Proficiency with Microsoft Office Suite and donor management systems (Raiser's Edge or equivalent preferred).
- Deep commitment to youth voice, equity, and systems-change values aligned with the Foundation's mission
- Committed to upholding the Foundation's VOICE values: Vital Learning & Innovation, Open Communication, Inclusion & Diversity, Care & Compassion, and Empowering Accountability.



Asset (non-essential)

- Lived experience with the child welfare system
- Experience working in child welfare, social services, or with Indigenous-led organizations
- Bilingual English and French

Location, Schedule & Travel

- Role based in Calgary with in-person attendance required for workplace fundraising events, partner meetings, and volunteer engagement.
- Standard hours: 9:00am–5:00pm, with occasional evenings/weekends during peak campaign periods.
- Some travel to Toronto or other national markets may be required.

CHILDREN'S AID FOUNDATION AS EMPLOYER

Children's Aid Foundation of Canada acknowledge that the Foundation's main office is in Toronto, which is the traditional territory of many nations including the Mississauga's of the Credit, the Anishinaabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis. The area now known as Toronto is covered by Treaty 13. Children's Aid Foundation of Canada is committed to supporting meaningful reconciliation between Indigenous peoples and others in these lands and across Canada.

WHY WORK WITH US

Children's Aid Foundation of Canada is proud to be a **recipient of the 2025 Non-Profit Employer of Choice (NEOC) Award**, recognizing our commitment to a values-driven, inclusive, and supportive workplace

At the Foundation, we prioritize your well-being and professional fulfillment by offering:

- A 35-hour workweek to support work-life balance
- The opportunity to make a meaningful impact on child welfare
- A generous compensation package, including: 4 weeks' vacation and lieu of benefits.
- A welcoming, supportive, and collaborative work culture that embraces the Foundation's VOICE values.

Our VOICE Values:

- Vital Learning & Innovation
- Open Communication
- Inclusion & Diversity
- Care & Compassion
- Empowering Accountability

HOW TO APPLY

Please submit your resume and a cover letter in **one single document**, to careers@cafdn.org and include **"Senior Manager, Partnerships"** in the subject line by **Friday, May 8, 2026**. Applications will be reviewed as they are submitted. Early submissions are encouraged.

We thank all candidates for their interest in the work of Children's Aid Foundation of Canada. Only those candidates selected for an interview will be contacted due to high applicant volumes. No



telephone inquiries, please.

WHAT TO EXPECT IN OUR INTERVIEW PROCESS

We value transparency and want to ensure you feel prepared and supported throughout our hiring process. Here is what you can expect:

Initial conversation: A 30-minute virtual conversation with one of our team members to discuss your interest in the role and Children's Aid Foundation of Canada and how you can make an impact.

First interview: A 1-hour meeting (in-person or virtual) with the Hiring Manager and relevant team members. We will discuss your skills and how they align with the team's needs. We will also answer any questions you have about the role, our culture, and the impact we strive to make.

Second interview: A 1-hour in-person meeting with the Hiring Manager and different team members, depending on the role, it can be our CEO! This stage might involve a short, preassigned presentation, a case study, or a discussion of role-specific scenarios. A brief behavioural assessment is completed in advance of this meeting.

USE OF ARTIFICIAL INTELLIGENCE AND TECHNOLOGY

The Foundation does **not** use artificial intelligence (AI) systems to screen, assess, select applications or inform hiring decisions. All applications are reviewed and evaluated by our human HR and hiring team, and no part of the hiring decision-making uses AI tools.

COMMITMENT TO EQUITABLE RECRUITMENT

The Foundation provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation, or marital status. We welcome and strongly encourage applications from equity seeking groups, including members of communities that are overrepresented in the child welfare system. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

The Foundation is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment process as accessible as possible and provide accommodation as required for applicants with disabilities. If you require any accommodations at any stage of the recruitment process, please contact careers@cafdn.org

We look forward to getting to know you and sharing what makes the Foundation such a meaningful and inspiring place to work