



Position Title	Senior Manager, Business Development & Partnerships	Type	Permanent, Full-Time
Department	Development	Hiring Salary	\$90,000-\$100,000
Reports to	Director, Corporate and Community Partnerships	Updated	October 2026

About the Children's Aid Foundation of Canada

Children's Aid Foundation of Canada is the only national foundation exclusively dedicated to addressing urgent needs and improving outcomes of children and youth involved in the child welfare system. Guided by a bold five-year strategic plan and Impact Framework and working alongside roughly 100 child-and-youth serving organizations across the country, the Foundation is focused on driving meaningful, measurable change through outcomes-based partnerships, philanthropy, and systems-level influence.

Our work is grounded in four key areas of focus that are 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. Across these areas, we fund and deliver high-impact programs and collaborate with communities, service agencies, and young people on solutions that address the persistent challenges faced by children and youth.

As we implement our new 2025-2030 strategic plan, Children's Aid Foundation of Canada is entering a pivotal implementation phase, realigning its efforts and structuring its team to maximize measurable outcomes and national reach. Joining the Foundation means being part of a passionate, future-focused team driven by impact and equity. It's an opportunity to be part of a national movement committed to creating a better future for those too often left behind. Together, we are building a future where the children and youth have the strength and resilience to create a lifetime of their own unstoppable successes.

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 energized by opening doors, building trusted relationships, and turning new opportunities into meaningful long-term partnerships?

You are a proactive, relationship-focused, results driven business development professional who brings persistence, sound judgment and confidence when engaging senior decision-makers. You know how to build trust, understand what matters to partners, identify common ground, and create opportunities for them to make long-lasting impact.

You are collaborative, highly organized, and comfortable managing complex, strategic relationships with multiple stakeholders. Most importantly, you are inspired by the opportunity to connect corporate Canada with meaningful ways to improve outcomes for children and youth



involved in the child welfare system.

If you bring significant business development experience, understand how strong partnerships can drive philanthropic impact, are results-driven, and are excited about this opportunity, we'd love to hear from you. We're open to discussing flexible ways of working that could support success in the role.

The Opportunity:

For an experienced business development professional, this is an opportunity to bring what you do best to a mission that matters. You'll have the space to build new relationships, help shape the growth of CAFC's corporate partnerships, and work alongside senior leaders and Board members to create tangible impact for children and youth across Canada.

The Senior Manager, Business Development, leads corporate business development for the Foundation. This role is responsible for growing the number and scale of CAFC major corporate partnerships by identifying high-potential companies and sectors, opening doors, building relationships where none previously existed, and converting opportunities into meaningful, multi-year partnerships. The Senior Manager also leads a portfolio of complex corporate accounts where senior corporate executives and Board members are often involved.

The role identifies opportunities, builds trusted relationships with senior decision-makers, and thoughtfully advances each opportunity from an initial conversation through relationship development, proposal and partnership commitment.

You are equally focused on turning those new relationships into significant, long-term revenue and sustainable partnerships. This requires sound business judgment in conversations with senior executives, understand how to align corporate priorities with meaningful social impact, and know how to create momentum and move opportunities forward. The Senior Manager also brings the polish and judgment to work alongside CAFC's senior volunteers, and to keep complex, multi-stakeholder relationships on track. Above all, the role connects corporate Canada with opportunities to create tangible impact for children and youth involved with the child welfare system.

Key Responsibilities:

New Business Development:

- Lead CAFC's corporate business development, building and growing a pipeline of new major corporate partners, with a primary focus on opportunities of \$50K–\$100K+ and multi-year partnerships.
- Lead proactive outreach to prospective corporate partners, including companies where CAFC has no existing relationship, to secure first meetings. Leverage Board, volunteer and existing donor networks to open doors and make introductions.
- Partner with the Prospect Development Manager to identify and prioritize target sectors, companies and decision-makers, assess qualified prospects and independently sourced opportunities, and move the strongest opportunities into active cultivation.

- Develop strategies to move qualified opportunities from initial meeting through cultivation, proposal, solicitation and close, owning follow-up and next steps to maintain momentum across the pipeline.
- Mobilize CAFC's CEO, Board members and volunteers at key points in the solicitation process, preparing them with clear briefings, asks and follow-up plans.
- Track and report leading pipeline indicators, including new qualified prospects, first meetings, qualified opportunities, proposals, solicitations, pipeline value and new revenue secured, flagging risks and stalled opportunities early.

Account Leadership:

- Manage a portfolio of complex, high-value corporate partnerships with many moving pieces, including multi-year agreements, investments across several programs, sponsorship, employee engagement and executive or Board-level relationships.
- Coordinate the involvement of CAFC's CEO, Board members and senior corporate executives in these relationships, preparing briefing notes, talking points and meeting strategy, and owning follow-up.
- Lead renewal and growth conversations, positioning new and existing partners for larger, multi-year commitments rather than one-time gifts.
- Work with Stewardship, Impact (Programs), Finance and Communications colleagues to deliver on partnership commitments and report on impact.
- Contribute to annual and campaign fundraising strategy and planning in collaboration with the Development team
- Serve as a visible ambassador for the Foundation at events, meetings, and sector convenings, strengthening CAFC's reputation, credibility and relationships, as required.
- Contribute to other strategic business development and partnership initiatives as opportunities and organizational priorities evolve.

Raiser's Edge and Pipeline Management:

- Maintain accurate and up-to-date donor and prospect information into the donor management systems, including call notes, call briefs, Raiser's Edge actions, pipeline stages, correspondence, stewardship activities, and reporting
- Ensure compliance with Raiser's Edge operating policies and procedures

Essential Qualification and Competencies

- Relevant experience, typically 6+ years, in new partner or client acquisition and relationship management within fundraising, business development, corporate partnership, sales, sponsorship or comparable partnership and revenue-generating environment.
- Relevant post-secondary degree, or equivalent combination of education and experience.
- Demonstrated track record of building a pipeline from scratch and securing new partnerships, not just managing an existing portfolio.

- Experience leading complex, multi-stakeholder accounts and working directly with senior executives, CEOs and Board members.
- Comfortable making proactive outreach to new companies as a core, daily part of the role; experience securing gifts or partnerships in the \$50K+ range, with multi-year commitments an asset.
- Demonstrated ability to understand corporate priorities, identify areas of alignment, and develop partnership opportunities that deliver both philanthropic impact and business value.
- Experience monitoring and managing a prospect pipeline through defined stages.
- Growth-minded and proactive: energized by identifying new prospects, opening doors and creating new philanthropic partnerships.
- Persistent and resourceful: comfortable reaching out to companies with no prior relationship to CAFC, and following up thoughtfully and strategically to build momentum.
- Results-oriented: motivated by measurable pipeline, solicitation and revenue outcomes, and accountable for moving opportunities forward.
- Strong business judgment: able to understand organizational priorities and develop mutually valuable corporate partnerships while maintaining a clear focus on philanthropic purpose.
- Exceptional relationship-builder: credible and confident engaging corporate executives and senior decision-makers, comfortable making the ask and navigating a partner's questions or hesitations.
- Excellent written, verbal, and presentation skills, with the ability to craft compelling proposals and partnership strategies.
- Highly organized with strong planning and administrative skills, capable of managing multiple priorities and deadlines.
- Creative, proactive, and solution-oriented, with strong initiative, tact, diplomacy, and attention to detail.
- Skilled in leveraging donor and corporate engagement tools, including Raiser's Edge, Microsoft Suite, and equivalent platforms.
- 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.
- Charitable-sector experience is an asset but not required; strong candidates from corporate sales, business development, consulting or sponsorship backgrounds are welcome to apply.
- CFRE accreditation.
- Bilingual English and French.

CHILDREN'S AID FOUNDATION AS AN EMPLOYER

Children's Aid Foundation of Canada acknowledges 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.
- A hybrid model, with a mixed blend of remote work and 2-3 days in office (Toronto).
- The opportunity to make a meaningful impact on child welfare.
- A generous compensation package, including: 3 float days, comprehensive benefits (including medical, dental, life and disability coverage), an Employee Assistance Program, a Health Care Spending Account, an optional defined pension plan, and a competitive salary.
- 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

To express interest in this exciting opportunity, please submit your resume and a cover letter as one single document to careers@cafdn.org and include **“Senior Manager, Business Development & Partnerships”** in the subject line of your email by **Friday, October 23, 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 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 pre-assigned 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