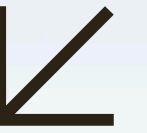


# OPPORTUNITY BRIEF



**Vice President, Transformational and Major Giving**  
Queensway Carleton Hospital Foundation



Queensway Carleton  
Hospital Foundation



## TABLE OF CONTENTS

01

# INTRODUCTION

About the recruitment process.

---

02

# ABOUT US

QCH and Foundation

---

03

# THE OPPORTUNITY

Overview of the key responsibilities

---

04

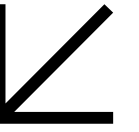
# QUALIFICATIONS AND COMPETENCIES

05

# SELECTION PROCESS



# INTRODUCTION



Queensway Carleton Hospital Foundation is embarking on an unprecedented journey to transform the future of healthcare in our community. As part of our vision, we are thrilled to announce a pivotal leadership opportunity: **Vice President, Transformational and Major Giving**. This position will play a key role in executing the largest campaign in the hospital's history—a campaign that promises to reshape how we deliver compassionate care to those who need it most. With the strength of our community and the dedication of our staff, this campaign will set the stage for a new era of healthcare excellence. **To lead this bold initiative, we are seeking a candidate with fundraising excellence and a proven track record of securing major and transformational gifts at the 7- and 8-figure level.**

The Vice President, Transformational and Major Giving will provide **dynamic leadership** in a high-profile and fast-paced environment. Reporting to the President and CEO, the successful candidate will be responsible for overseeing a **comprehensive strategy to secure transformational gifts, build strong relationships with major donors**, and **elevate our Foundation's profile** locally, nationally and internationally. As a senior leader, this individual will work collaboratively across departments to ensure the success of this landmark campaign while strengthening the philanthropic culture of Queensway Carleton Hospital.

This is an extraordinary opportunity for an experienced, strategic fundraiser with a proven track record in major gifts and capital campaigns. The ideal candidate will bring a passion for healthcare philanthropy, deep expertise in donor cultivation, and the ability to inspire others to contribute to our mission. The role requires strong leadership abilities, outstanding communication skills, and the capacity to navigate complex, high-stakes environments with poise and professionalism.

We invite you to explore this opportunity in greater detail and look forward to hearing from individuals who share our commitment to providing exceptional care to all members of our community. As we move forward with our search, we remain committed to keeping candidates informed and engaged throughout the selection process. Initial interviews will begin in mid-July 2025, and we encourage all qualified candidates to apply, confident in our dedication to diversity, inclusion, and equity throughout the recruitment process.

The salary range for this role starts at \$165,000. Final compensation will be determined based on candidate experience, qualifications, and market data.

All inquiries and applications will be held in strict confidence. Candidates interested in being considered for the role should apply directly on the QCH Careers site. Please note the deadline for submission is June 16, 2025.





# ABOUT US



At Queensway Carleton Hospital Foundation, everything we do is driven by a deep commitment to supporting exceptional patient care at one of Ottawa's most vital healthcare institutions—Queensway Carleton Hospital (QCH). As the only full-service hospital serving the west end of Ottawa, QCH plays a critical role in the health and well-being of more than 500,000 people in our growing and diverse community.

The Foundation is the bridge between the hospital and the generous individuals, families, businesses, and community partners who make our work possible. Through fundraising and donor engagement, we help ensure the hospital has the resources it needs to stay at the forefront of modern medicine—whether that means investing in life-saving equipment, upgrading spaces for patients and staff, or supporting key programs that enhance the patient experience.

Queensway Carleton Hospital is known for its exceptional care, dedicated staff, and a warm, community-focused approach to healthcare. It's a place where patients feel supported, where innovation meets compassion, and where every member of the team plays a part in delivering the best possible outcomes. From emergency care to surgery to mental health services and beyond, QCH is there when it matters most.

When you support QCH Foundation, you're not just giving to a hospital—you're investing in a healthier future for everyone in our community. And as we launch the most ambitious campaign in our history, we're excited to welcome new talent and new ideas to help us reach even greater heights together.

## Our Vision

Exceptional Care from Exceptional Philanthropy

## Our Mission

To inspire action from our communities to invest in the Queensway Carleton Hospital

## Learn more about QCH and Foundation:

- Queensway Carleton Hospital Foundation Website - [qchfoundation.ca](https://qchfoundation.ca)
- Queensway Carleton Hospital Website - [qch.on.ca](https://qch.on.ca)
- Queensway Carleton Hospital Engagement Document - [qchfoundation.ca/expansion](https://qchfoundation.ca/expansion)
- Queensway Carleton Hospital Foundation Board of Directors - [qchfoundation.ca/about-us/our-team/](https://qchfoundation.ca/about-us/our-team/)
- Queensway Carleton Hospital Board of Directors - [qch.on.ca/BoardofDirectors](https://qch.on.ca/BoardofDirectors)
- Queensway Carleton Hospital Foundation Donor Impact Report and Audited Financial Statements - [qchfoundation.ca/your-impact/annual-reports-and-financials/](https://qchfoundation.ca/your-impact/annual-reports-and-financials/)
- Queensway Carleton Hospital True North Strategic Plan - [qch.on.ca/TrueNorth](https://qch.on.ca/TrueNorth)



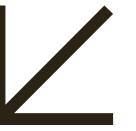
Queensway Carleton  
Hospital Foundation







# THE OPPORTUNITY



Are you ready to lead a once-in-a-generation campaign that will shape the future of healthcare for west Ottawa?

Queensway Carleton Hospital Foundation is seeking a visionary Vice President, Transformational and Major Giving to drive the success of a historic \$100M+ capital campaign. This transformative initiative will more than double the size of our Emergency Department, add a newly expanded Ambulatory Care Clinic, and increase inpatient capacity with 90 new beds—delivering critical care to over half of Ottawa’s population.

As Vice President, you will be at the helm of this ambitious project, leading a passionate, high-performing team and collaborating with hospital leadership, volunteers, and community champions. You’ll guide a bold, multi-year fundraising strategy, steward a portfolio of major donors, and build powerful connections that inspire transformational giving and long-term impact.

This is more than a leadership role—it’s a chance to make history. If you’re an experienced and innovative fundraiser with deep roots in the Ottawa community, a track record of cultivating meaningful partnerships, and a passion for healthcare, this is your opportunity to create lasting change where it matters most.

Join us in shaping the next chapter of healthcare at Queensway Carleton Hospital. The vision is bold. The opportunity is extraordinary. The impact will be real. If you’re ready to lead, inspire, and leave your mark—this is your moment

## Key Responsibilities

As the Vice President, Transformational and Major Giving, you will lead the implementation of a bold, multi-year \$100M+ capital campaign—the largest in Queensway Carleton Hospital’s history. Reporting directly to the President & CEO, you will lead the strategic planning and day-to-day management of this transformative initiative, mobilizing internal teams, external partners, campaign consultants, and dedicated volunteers to drive results and inspire community-wide support.

You will cultivate and manage a high-value portfolio of local, national, and international donors, aligning their philanthropic goals with the hospital’s mission to deliver exceptional patient care. In collaboration with hospital leadership, you’ll assess the financial and operational impact of major gifts, track campaign performance against targets, and refine donor engagement strategies to maximize long-term giving.

Campaign communications will be a key area of focus, and you will lead the development of compelling proposals, stewardship materials, and donor recognition strategies—ensuring every touchpoint reflects the Foundation’s voice and vision. Your ability to build strategic relationships and elevate the Foundation’s brand will be the key to success.

You’ll also serve as the staff lead for the Campaign Cabinet, offering guidance, coaching, and inspiration to both volunteers and staff. From training and supervising your campaign team to supporting volunteer recruitment, onboarding, and performance, you will create a high-impact culture of accountability, collaboration, and shared success. Working with Foundation leadership, Board members, and campaign volunteers, you will help drive prospect pipeline development, strategic donor conversations, and campaign milestones—all in support of shaping the future of QCH.



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# QUALIFICATIONS AND COMPETENCIES

## Education:

A bachelor's degree or higher, or equivalent work experience, is required; a Master's in a related field (philanthropy, business, marketing, communications, etc.) is preferred along with a CFRE designation.

## Core Leadership Competencies:

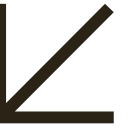
- **Fundraising Excellence:** Proven success securing major and transformational gifts at the 7-and 8-figure level.
- **Strong experience in and understanding of the Canadian philanthropic landscape.**
- **Progressive Leadership Experience:** Minimum of 10 years of experience in leadership roles working with senior-level stakeholders in complex environments, ideally academic or healthcare.
- **Collaboration & Teamwork:** Demonstrated experience as a productive member of a senior management team, working collaboratively across functions.
- **Relationship Building:** Proven ability to build and sustain relationships at all levels internally with colleagues and externally with the Board, volunteers, and donors.
- **Judgement & Confidentiality:** Ability to exercise sound and independent judgement in various situations, maintaining confidentiality and discretion where necessary.
- **Alignment with Organizational Strategy:** Demonstrated experience aligning fundraising activities with the organizational strategic plan.
- **Project Management:** Excellent project management skills, complimented by strong people skills and the ability to manage multiple initiatives effectively.
- **Autonomy & Initiative:** Highly self-motivated with the ability to work autonomously, take initiative, and make decisions independently.
- **Integrity & Accountability:** Confident, professional, and collaborative, demonstrating integrity and a commitment to going the extra mile for colleagues and donors.
- **Communication Skills:** Exemplary verbal and written communication skills.
- **Technological Fluency:** Proficiency in Microsoft Office (Word, Excel, PowerPoint, Outlook) and familiarity with donor management tools like Raiser's Edge.

## Specific Experience Competencies:

- **Capital Campaigns:** Proven experience in the development and implementation of capital campaigns.
- **Fundraising & Business Development:** Experience utilizing the strength of an organization's brand for charity or business development.
- **Financial Management:** Experience in budget preparation and financial planning, especially in a non-profit organization.
- **Healthcare/Non-Profit Experience:** Work history with a hospital or healthcare non-profit is considered an asset.
- **Bilingualism:** Bilingualism is considered an asset.
- **Work Hours:** This position requires occasional evening and weekend work as needed.



# THE SELECTION PROCESS



## 1. Interviews with a Panel of Key Stakeholders

The interview process will begin with an initial screening by our recruitment team to assess fit and alignment with the key criteria outlined in the posting.

Selected candidates will then be invited to a first-round interview with our panel (end of June 2025). Those advancing will be invited to additional interviews with key stakeholders. Final interviews are expected to conclude mid-July. Interviews will be 60 to 90 minutes in length (approximately).

Please note that the Search Committee may introduce additional steps or tools to support the selection process as needed.

## 2. References and Background Checks

If you are identified as the top finalist candidate or one of the top finalists, references and background checks will be conducted at this stage. We may want to speak with people who have known you in a professional capacity as a peer, superior or client perspective. We will work with you to choose a set of references who can provide a complete picture of your employment history, strengths and areas of development.

## 3. Appointment Offer

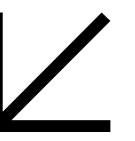
If you are selected as the candidate of choice, and if no further references are required, you will be made a verbal employment offer during which time the terms and conditions of an employment agreement will be discussed with you.

**For more information about this exciting opportunity, please contact:**

Jamie Camrass, Talent Acquisition Specialist, Human Resources - [jcamrass@qch.on.ca](mailto:jcamrass@qch.on.ca)  
Leslie Tulett, Talent Acquisition Specialist, Human Resources - [ltulett@qch.on.ca](mailto:ltulett@qch.on.ca)



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**Thank you** for your interest  
in this opportunity.



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