



OPPORTUNITY BRIEF



Director, Philanthropy and Engagement

Dartmouth, Nova Scotia

Statement of Intention

At Feed Nova Scotia, we prioritize cultivating a diverse and inclusive workforce, understanding its critical role in driving innovation and fostering a sense of belonging. Our commitment extends to creating a work environment that authentically represents the communities we serve.

We actively encourage submissions from those identifying as African Nova Scotian, Mi'kmaq, Black, racialized, Indigenous/First Nation, a person with disability, 2SLGBTQIA+, and newcomers to Canada. We invite you to share this information in your cover letter or resume, and we encourage you to include your preferred pronouns.

Moreover, we collaborate closely with the P4G search team, who are dedicated to creating a safe space for you to openly discuss your experiences, preferences, and any accommodations that may support you. This partnership ensures that your information is handled with sensitivity and respect.

History

Feed Nova Scotia opened its doors in 1984 as the Metro Food Bank Society, with the mandate to provide emergency food relief within Metro Halifax. The volunteer staff served 12 member food banks and meal programs. In 2002, at the request of our member agencies, Metro Food Bank Society became the umbrella organization for food banks across the province. In 2005, we rebranded as Feed Nova Scotia.

After over 30 years in operation, Feed Nova Scotia recognizes that the need is growing, and they can't feed their way out of it. While Feed Nova Scotia continues to address food insecurity by supplying emergency food support, it is also working to find long-term solutions to hunger and poverty in Nova Scotia.

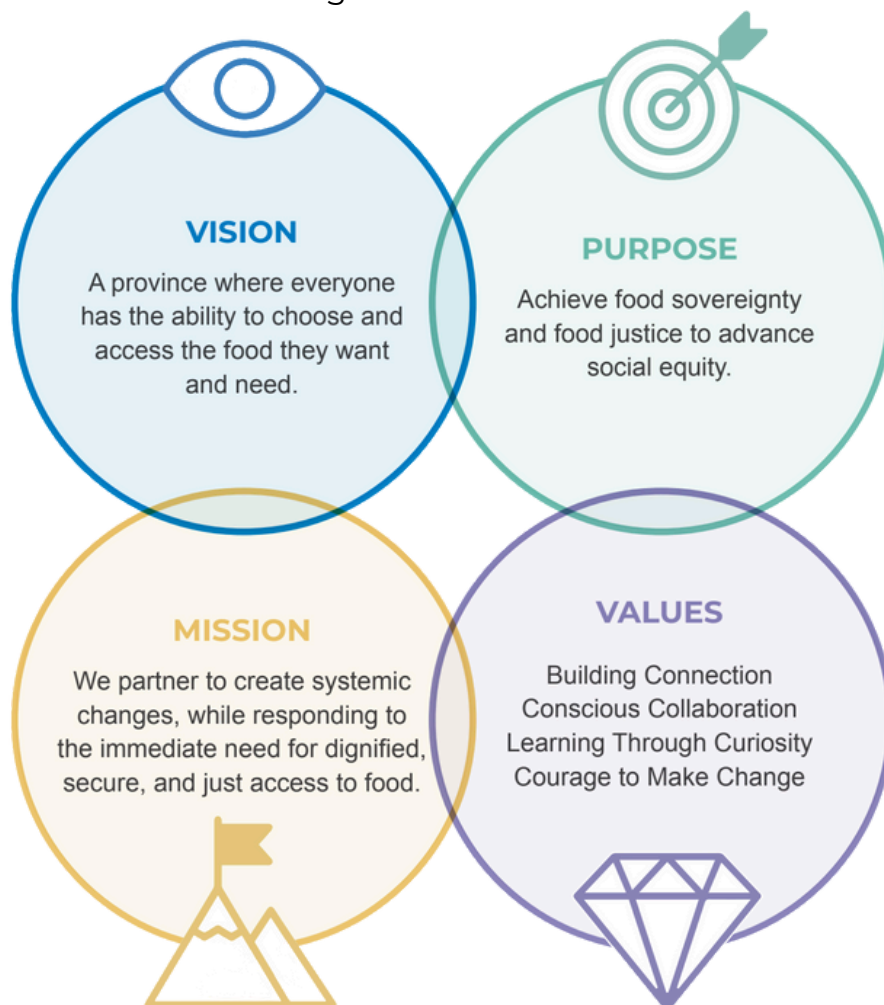


About Feed Nova Scotia

Food is not the solution to food insecurity.

People need support today. Knowing this, Feed Nova Scotia collects and distributes approximately three million kilograms of food annually to 140 member food banks, meal programs, and shelters across the province. This equates to over \$1 million worth of food each month. It also supports its member agencies as they build capacity to serve their communities.

While Feed Nova Scotia helps Nova Scotians meet a very basic need, it raises awareness of the root causes of food insecurity — things like systemic racism, low wages, inadequate income support, and unaffordable housing. Feed Nova Scotia advocates for sustainable, policy-based solutions that will allow everyone to live a life of dignity and prevent anyone from relying on charitable band-aids to address human rights.





This Moment, This Position

Feed Nova Scotia is in an important phase of growth and evolution as we strengthen our commitment to addressing the root causes of food insecurity and advancing equity, inclusion, and belonging in everything we do. We've built a strong foundation in philanthropy and engagement, connecting with communities, donors, and partners in meaningful ways that amplify our mission and deepen our impact.

We are seeking a **Director of Philanthropy & Engagement** to build upon this foundation and guide the next stage of our work, leading a talented team across fundraising, marketing, communications, and community engagement. Reporting to the Executive Director and serving as a key member of the senior leadership team, the Director develops and implements multi-year strategies to grow sustainable revenue, expand community reach, and strengthen interest holder engagement.

This is a pivotal opportunity for a collaborative and forward-thinking leader who can help shape how we connect with our community, strengthen relationships, and inspire lasting support for our mission. The Director will champion innovation, storytelling, and partnership-building to inspire transformative support from donors, partners, and the broader community. As Feed Nova Scotia continues to evolve toward a food justice and systems-change mandate, this leader will embed the principles of Justice, Equity, Decolonization, Diversity, and Inclusion (JEDDI) throughout all engagement and fundraising efforts, ensuring our stories and partnerships reflect the diversity and lived experiences of the communities we serve.

At this moment, we're looking for someone who can bring clarity, creativity, and care to the work of inspiring others to join us. By nurturing authentic connections, driving innovative campaigns, and fostering a culture of collaboration and purpose, the Director of Philanthropy & Engagement will play a vital role in advancing our shared vision of a Nova Scotia where everyone has reliable access to food and the dignity, security, and belonging that come with it.



How You'll Contribute

The Director of Philanthropy & Engagement will provide leadership and strategic direction across Feed Nova Scotia's fundraising, marketing, communications, and community engagement portfolios. Key areas of contribution include:

Leadership & Strategy

- Lead and mentor a high-performing team across Communications & Marketing and Development & Fundraising, fostering a culture of collaboration, innovation, accountability, and excellence.
- Develop and implement a comprehensive strategy for fundraising, multi-year communications, and marketing that aligns with organizational goals and strengthens sustainable revenue streams.
- Guide organizational transformation through storytelling, brand alignment, public engagement, and community partnerships, while serving as a strategic partner to the Executive Director and senior leadership team to ensure alignment with mission and values.
- Develop best practices, evaluation frameworks, and operational processes to support excellence in communications and fundraising.
- Apply data-driven decision-making using analytics, trends, digital tools, and donor insights.
- Monitor, evaluate, and report on all fundraising, communications, and engagement programs to inform decisions and drive continuous improvement.

Fundraising & Community Engagement

- Oversee all aspects of a diverse fundraising portfolio, including major gifts, corporate partnerships, grant applications, donor stewardship, campaigns, events (internal and third-party), planned giving, and online giving.
- Manage corporate partnerships ranging from \$5K-\$250K+, including cultivating, soliciting, negotiating, and stewarding partners.
- Lead negotiation of major partnerships of \$100K+ annually, assessing risks and benefits to ensure optimal outcomes.
- Cultivate and strengthen relationships with donors, partners, and community interest holders to expand support and impact.

How You'll Contribute (Continued)

- Conceptualize and execute new fundraising initiatives, including campaigns, sponsorships, and revenue-generating projects.
- Integrate Justice, Equity, Decolonization, Diversity, and Inclusion (JEDDI) principles into all communications, marketing, and fundraising strategies and practices.
- Strengthen community engagement and partnerships that mobilize resources and amplify awareness of food insecurity and its root causes.
- Represent Feed Nova Scotia in the community and at key events, enhancing organizational reputation.
- Support board members and senior volunteers in strategic donor engagement and fundraising initiatives.

Communications & Brand Development

- Guide brand management, content creation, storytelling, and public relations efforts to enhance Feed Nova Scotia's visibility and community impact.
- Leverage multi-channel marketing and digital tools to engage audiences and amplify the organization's mission.
- Ensure campaign communications align with community needs, donor expectations, and organizational values.
- Strengthen organizational voice and visibility through earned media, public engagement, and collaborative content creation.
- Ensure all communications and campaigns reflect the diversity and lived experiences of the communities served.
- Manage and evaluate communications and fundraising programs through data analysis and reporting to optimize performance.



What You'll Bring

The Director of Philanthropy & Engagement will bring a combination of professional expertise, leadership experience, and values-driven commitment to advance Feed Nova Scotia's mission.

Education & Professional Experience

- Bachelor's or postgraduate degree in public policy, nonprofit management, social sciences, marketing, or a related field, or an equivalent combination of education and experience.
- 7–10 years of senior leadership experience in fundraising, communications, or marketing; nonprofit or mission-driven experience preferred.
- Certified Fundraising Executive (CFRE) or equivalent credential preferred.

Leadership & Strategic Skills

- Proven experience leading and mentoring high-performing teams, fostering collaboration, accountability, and innovation across communications, marketing, and fundraising functions.
- Strong strategic thinking and project management capabilities, with the ability to lead and adapt through organizational transformation.
- Ability to manage multiple priorities in a fast-paced environment with sound judgment and professionalism.
- Effective communicator with the ability to inspire and engage diverse audiences and build strong community and donor relationships.

Fundraising & Brand Expertise

- Proven track record in fundraising, communications, marketing, and interest-holder engagement with demonstrated success in meeting and exceeding revenue goals.
- Demonstrated success in securing major gifts and corporate partnerships, meeting revenue targets, and stewarding high-value donors.
- Demonstrated experience in brand development, public relations, and multi-channel marketing, leveraging these skills to amplify mission impact.

Values & Community Alignment

- Deep commitment to social justice, equity, and the principles of Justice, Equity, Decolonization, Diversity, and Inclusion (JEDDI), with the ability to embed these values into all organizational initiatives.
- Demonstrated ability to cultivate authentic relationships and partnerships that strengthen community engagement and impact.

The Package

Salary \$104,348 – \$122,763

Benefits & Perks

- 4 Weeks of Paid Vacation
- 15 Days Additional Paid Time Off
- Health Benefits
- Employee Assistance Program Access
- RRSP Matching

Schedule & Location This position follows a standard schedule of Monday to Friday, 8:00 a.m. to 4:30 p.m., and is based on-site at 67 Wright Avenue. The role requires flexibility for occasional evening or weekend events, as well as participation in community initiatives. Feed Nova Scotia offers a remote work program, and hybrid work may be considered, in accordance with organizational policy.

What to Expect:

Hiring processes often reflect systems that don't work for everyone. At Placemaking 4G, we believe recruitment should be relational and affirming. Our desire is that candidates are respected, informed, and supported throughout.

- We closely review all applications and read each cover letter (we promise).
- If you are selected as a top candidate, expect an invitation to chat with a Lead Placemaker from P4G. This is someone who treats the recruitment process non-traditionally. We want to get to know what inspires you.
- Selected candidates will proceed to a virtual interview with the Lead P4G Placemaker and 2-3 organization representatives.
- Finalists may participate in a second-round interview or skills activity (virtual or in-person).
- P4G will check employment references and assist in presenting an offer to the successful candidate.

Apply now by
Clicking Here!

Applications will be accepted until **12:00 pm (noon) AT on December 1, 2025.**

Please include a cover letter that speaks to your experience and offers a glimpse of your personality.

Don't be generic. Be yourself.



Have questions about the role?

Reach out to the Lead Placemaker at P4G to learn more.

Amanda McNutt
Amanda@p4g.ca

