



Cowichan Women Against Violence Society

Be the Catalyst for Change: Director of Fundraising and Development

Posting Number: Internal/ External 2025-01

Posting Date: January 13, 2025 **Closing Date:** Open until filled. Candidate shortlisting begins the week of January 27, 2025.

Position: Director of Fundraising and Development

Reporting Relationship: Executive Director

Hours: 37.5 hours per week

Location: Duncan, BC (Hybrid remote; semi-regular travel to Cowichan Valley required)

Start Date: Immediate

Salary: \$85,000.00 to \$87,000.00 annually, with annual increases and extended benefits.

Shape the Future, Empower Lives, and Build a Legacy

Are you ready to lead transformational change and inspire a community? For over 40 years, **Cowichan Women Against Violence Society (CWAVS)** has been a trusted leader in advancing safety, equity, and social justice. As a dynamic and growing organization with multiple locations and innovative programs, we provide life-changing support to women, children, and families in the Cowichan Valley.

CWAVS is seeking an exceptional **Director of Fundraising and Development** to champion our mission and spearhead our fundraising and donor engagement efforts. This is not just a job—it's an opportunity to align your professional expertise with meaningful work that leaves a legacy.

Why Join Us?

- **Make an Impact:** Your work will directly empower individuals in crisis, helping them find safety, stability, and hope.
- **Lead with Purpose:** Shape the future of a growing organization by leading transformative fundraising initiatives.
- **Elevate Your Career:** Take on a leadership role that values innovation, collaboration, and professional growth.
- **Work Flexibly:** Enjoy a hybrid work arrangement while staying connected to the vibrant Cowichan Valley community.

About the Role

As the **Fundraiser and Development Director**, you will work closely with the Executive Director, Board of Directors, and a dedicated team to ensure CWAVS's long-term sustainability and growth. This position also oversees the Digital Media and Development Associate, ensuring cohesive and impactful engagement with the community.



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Key Responsibilities

Strategic Leadership

- Develop and implement the Annual Development Plan to meet and exceed fundraising targets.
- Collaborate with leadership to align fundraising strategies with CWAVS's mission and goals.
- Identify innovative funding opportunities to support program expansion and sustainability.

Fundraising and Donor Relations

- Build relationships with major donors, corporate partners, and community stakeholders.
- Lead major gift campaigns, planned giving initiatives, and grant writing efforts.
- Oversee donor recognition programs to foster long-term loyalty and support.

Community Engagement and Events

- Represent CWAVS at networking events, conferences, and public forums to promote our mission.
- Plan and execute signature fundraising events, ensuring they align with CWAVS's vision and goals.

Marketing and Communications

- Supervise the Digital Media and Development Associate to maintain a strong digital presence.
- Oversee the creation of compelling marketing materials, including newsletters, brochures, and annual reports.
- Ensure consistent messaging that reflects CWAVS's values and impact.

Operational Excellence

- Manage donor data using CRM systems, ensuring accuracy and compliance with CRA regulations.
- Monitor the development budget and provide regular progress reports to leadership and the Board.

What You Bring

Qualifications:

- Minimum of five years of nonprofit fundraising experience with proven success meeting revenue targets.
- Strong communication skills, including grant writing and donor engagement.
- Experience cultivating relationships with diverse stakeholders.
- Proficiency with CRM systems, Microsoft Office, Canva, and social media platforms.



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- Commitment to social justice, anti-violence work, and reconciliation.
- Strong organizational skills and attention to detail.

Preferred Assets:

- Professional fundraising certifications or affiliation with a fundraising association.
- Experience planning and executing successful events.
- Knowledge of CRA regulations and nonprofit compliance standards.

CWAVS Commitment to Equity

Cowichan Women Against Violence Society (CWAVS) is committed to upholding the values of equity, diversity, and inclusion. CWAVS holds a human rights exemption under the BC Human Rights Code to prioritize hiring Indigenous candidates, reflecting our commitment to reconciliation and amplifying Indigenous leadership. Indigenous applicants are strongly encouraged to apply, as we value lived experiences and cultural knowledge that align with our mission to support women, children, and families impacted by violence.

All individuals who would contribute to the further diversification of our organization are encouraged to apply.

Why This Role Matters

At CWAVS, you will be part of a team that creates a world free from violence and inequality. This is your chance to lead purposefully, inspire change, and contribute to a legacy of hope and empowerment in the Cowichan Valley.

How to Apply

Send your cover letter and resume to Sally Beal, Office and HR Coordinator, at cwav@cwav.org. Please include your name and "Fundraiser and Development Director" in the subject line.

Cowichan Women Against Violence Society (CWAVS) | 246 Evans Street, Duncan, BC
www.cwav.org | Registered Charity #118878339RR0001