



Director of Development

The Organization:

The Musical Stage Company is the largest and leading charitable musical theatre company in Canada. Established in 2004 as Acting Up Stage Company, we strive to make Canada a leader in musical theatre. We are inspired by music's unique ability to viscerally affect people and are committed to cultivating experiences – onstage and off – that transform lives, build empathy and create community through musical theatre.

We incubate new Canadian musicals from development to production, investing in Canadian musical theatre writers and building national and international partnerships. Our musical productions – including award-winning contemporary musicals, world premieres and concerts – are seen live by 30,000 people over the 80+ nights that we are onstage annually in venues both traditional and surprising. To date, our work has been recognized with 109 Dora Award nominations, 24 Dora Awards and 19 Toronto Theatre Critics' Awards.

The Opportunity:

Join the senior leadership team of an innovative and thriving arts organization during an exciting moment of reinvention. This is an ideal opportunity for a candidate hungry to play a central role in the continued growth of a theatre company that is artistically acclaimed and financially stable, with a committed audience and community of supporters. The Musical Stage Company team approaches work with an entrepreneurial spirit, resulting in a fast-paced, dynamic and fun work environment.

Reporting to the Executive Director, the Director of Development will work hand-in-hand with the Executive Director and Artistic Director to set the strategic direction and philanthropic goals of the organization. Working within the context of the overall organizational strategy, the Director of Development will identify opportunities to support the growth and fiscal health of the organization, enabling The Musical Stage Company to continue advancing musical theatre in Canada. The Director of Development will manage and develop our robust fundraising portfolio currently consisting of over \$1M annually in individual and corporate gifts, and support from three levels of government. They will manage a small team to carry out the delivery of strategic priorities, overseeing all aspects of the fundraising portfolio including cultivation and stewardship as well as proposal and grant-writing and event planning and management. They will be an important colleague to the Director of Marketing & Communications to ensure clear and cohesive organizational messaging and understand that a culture of philanthropy must be present and reflected in every face of the organization.

Anticipated Start Date:

Full-time (37.5 hours/week) employment contract beginning September 15, 2025 (with some flexibility)

Compensation:

\$70,000-\$75,000

Responsibilities:

- In partnership with the Executive Director and Artistic Director develop long-term strategic plans and appropriate year-by-year revenue targets and initiatives to reach a \$1 million+ annual target;
- Works with the Executive Director and Artistic Director to identify and target new fundraising opportunities for the company and create strategies for all existing fundraising stakeholders;

- Develop and manage a comprehensive strategy to engage new and current supporters and deliver on a \$1 million+ annual target;
- Manages and deepens relationships with existing funders including individual, corporate, foundation and government partners;
- Manages the Sponsorship portfolio and all corporate giving relationships;
- Designs and manages all fundraising and stewardship events;
- Oversees the creation of customized fundraising proposals, select government grants and all subsequent reports;
- Alongside the Executive Director and Artistic Director provides detailed reports to the Board of Directors and Board committees;
- Manages 1 full-time Development Officer and any contract employees that are hired for event-specific purposes;
- Acts as a spokesperson for the organization among key stakeholders;
- Attends performances and builds in-person relationships with our stakeholders;
- Other duties as required.

Qualifications:

The successful candidate will have:

- At least five years of not-for-profit experience in a fundraising with a focus on relationship-building and/or revenue generation. Prior leadership and management experience in Development is an asset;
- A love of the performing arts with a specific passion for musical theatre;
- Excellent communication and interpersonal skills and an inherent love of, and knack for, networking and relationship building;
- A keen understanding of how philanthropy affects every department of an organization and how it functions uniquely within each;
- The ability to see the big picture and flexibility to adjust plans accordingly to successfully get to the finish line;
- Strong strategic planning abilities and an entrepreneurial outlook with stellar follow-through;
- Strong multi-tasker with the ability to respond to shifting priorities;
- Meticulous organizational skills;
- Exceptional writing and editing skills;
- Management skills with a strong ability to delegate;
- Ability to mentor associates with varying levels of professional experience;
- A keen eye for effective visual design;
- The ability to work independently and maintain a highly motivated work ethic in a flexible work Environment;
- The ability to broker and maintain meaningful relationships with patrons, donors, and artists;
- Insight, creativity and resourcefulness;
- A “can do” attitude, flexibility and willingness to pitch-in;
- A strong team-player who will be motivated by, and cheerlead for, a small and collaborative staff;
- The ability to be detail-oriented while producing results in a fast paced environment;
- A caring and empathetic personality who can also drive performance and best practices;
- A philosophy of taking oneself lightly while taking work seriously. Likes to have fun.

Nice to have:

- Post-secondary education or equivalent, ideally in one or more of the following areas: arts administration, fund development

Additional Details:

- Flex hours and bi-weekly 4-day work weeks when appropriate
- Full benefits package
- Hybrid work from home/ in office

- Evening and weekend work will be required on occasion

How to Apply

Please review the opportunity closely to ensure that your experience and interests are a great fit with our needs.

Please review the opportunity closely to ensure that your experience and interests are a great fit with our needs. We encourage interested individuals to apply by July 28 at 5:30pm for consideration. Please submit applications to jobs@musicalstagecompany.com with the subject DIRECTOR OF DEVELOPMENT. Applications must be submitted as a single pdf attachment including a letter of interest and CV (maximum of 5 pages total combined). Incomplete applications will not be considered. Please, no phone calls.

Letters of interest should include the following: why you want to work with The Musical Stage Company; why do you think musical theatre is vital at this moment in time; how do you envision yourself supporting our outreach to ensure inclusivity and diversity. The Musical Stage Company advocates equal opportunity for all employees and applicants for employment and is committed to diversity in the workplace. We are actively seeking submissions from candidates of all backgrounds, abilities, and ethnicities as we are committed to diversity, equity, and inclusion within this selection process. We especially encourage folks who identify as Women, gender minorities, Black, Indigenous, People of the Global Majority, 2SLGBTQIA+, d/Deaf, Mad, Disabled/People with Disabilities, and/or Neurodivergent to submit.

The Musical Stage Company sincerely thanks all applicants for their interest in this position, however only those invited for an interview will be contacted.