



Thursday, June 4, 2026

Employment Opportunity Director of Development

Inside Out 2SLGBTQ+ Film Festival

Inside Out is a not-for-profit registered charity that strives to be a community leader in the elevation of films by and about 2SLGBTQ+ people of all ages, races, and abilities through promotion, production, and exhibition. Our community-driven touchpoints include the annual Festival in Toronto, collaborative filmmaker initiatives and youth engagement programs, as well as year-round events and screenings.

TITLE: Director of Development

REPORTS TO: Executive Director

STATUS: Full-time, Permanent

SALARY: \$72,000 - \$78,000

SCHEDULE: 37.5 hours weekly

START DATE: July or August 2026

BENEFITS:

- Comprehensive employee insurance plan (100% paid for by Inside Out) plus additional \$500 in Health Spending Account (HSA)
- \$2,000/year for professional development
- Hybrid work environment: three (3) days in office (Tuesday, Wednesday, Thursday), two (2) days remote (Monday and Friday)
- Ten (10) vacation days, six (6) personal days, three (3) sick days
- Three (3) weeks off over winter holiday break in addition to vacation days
- Ten (10) "Summer Fridays" days off in addition to vacation days and holiday office closure

POSITION SUMMARY:

The Director of Development position is an exciting opportunity to contribute to the leadership of an internationally recognized 2SLGBTQ+ film industry organization – collaborating with people who are passionate about film and the queer communities we serve. We are seeking an energetic and innovative fundraising professional with a range of fundraising knowledge and experience, a results-driven team player, and bridge-builder.

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The Director of Development is responsible for leading the organization's individual, government, corporate, and foundation fundraising revenue streams. Working closely with the Executive Director, Fundraising Committee and Inside Out staff, the Director of Development initiates, develops, and evaluates annual fundraising initiatives in alignment with the organization's annual and long-term strategic goals in support of and in accordance with Inside Out's mission and vision.

The current fundraising portfolio includes over \$1.4M across multiple revenue streams. Supporting the Executive Director, the Director of Development will manage key relationships and ensure retention of current partners, while developing a strategy to diversify and increase revenue.

KEY DUTIES AND RESPONSIBILITIES:

Individual Giving

- Provide strategic leadership for the maintenance, evolution, and growth of Inside Out's individual giving across our membership program, monthly and annual giving, major gifts, planned giving, and donation appeals, through stewardship and identification and cultivation of new prospects.
- Develop customized proposals for new and existing donors; manage relationships through all steps of the process from prospecting to fulfillment.
- Provide high-touch stewardship to donors year-round and during Festivals and other events; ensure the management of relevant fulfillment team members.
- Develop, initiate and evaluate annual fundraising campaigns with targets, tactics and timelines with an emphasis on donor prospecting, cultivation, stewardship and recognition.
- Collaborate with other departments such as Programming and Marketing to ensure successful integration of all fundraising deliverables.

Grants

- Provide guidance with respect to government and private and corporate foundation grant strategy.
- Manage key relationships and partnerships with government funders.
- Oversee the work of the Grants Manager to ensure high quality grant applications and reports are prepared in a timely manner.

Partnerships and Business Development

- Oversee the corporate partnerships portfolio and collaborate with the Partnerships Manager on all aspects of business development, prospecting, and partnership management.
- Oversee the development of customized partnership proposals for new and existing partners; and ensure all aspects of benefits fulfillments are executed effectively to ensure partner retention.

People Management Components

- Manage 3 direct reports:
 - Manager, Development and Stakeholder Relations
 - Partnerships Manager
 - Grants Manager

Skills and Experience

- 8-10 years' experience in fundraising, sponsorship and/or revenue generation
- Knowledge and familiarity with fundraising theory and practice, and quantitative and qualitative reporting measures
- Experience applying for and securing government, private and corporate foundation grants
- Experience in diversifying fundraising streams and developing innovative revenue generating strategies
- Demonstrated success soliciting and securing gifts of \$50,000 or more
- Demonstrated ability to manage annual giving campaigns
- Knowledge of Canada Revenue Agency (CRA) guidelines, Canadian Anti-Spam Legislation (CASL), Association of Fundraising Professionals (AFP) Codes of Conduct and other guidelines and best practices governing non-profit organizations ensuring that all fundraising activities and policies comply with ethical principles and legal standards.
- Excellent computer skills and knowledge of donor management software (Inside Out uses DonorPerfect)
- Excellent stewardship and relationship management skills
- Excellent written and verbal communication skills with a strong attention to detail
- Proactiveness and a passion for social justice
- Commitment to and experience working within an anti-racism and anti-oppression framework, with experience working with diverse communities

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Additional Assets

- Knowledge of the film festival sector and the film industry
- Experience or connections in the 2SLGBTQ+ and/or arts communities
- Experience working in a small fundraising shop and/or arts organization

DEADLINE FOR APPLICATIONS: 5:00 PM EST, June 28, 2026

Interested candidates should upload a resume and cover letter as one PDF document [HERE](#). Please note that applications will be reviewed on a rolling basis and early submissions are encouraged. Only those selected for an interview will be contacted.

Inside Out is committed to access and equity, which includes a commitment to achieve diversity among its staff, board and other volunteers. We encourage applicants who reflect the broad diversity of the 2SLGBTQ+ communities that we serve.

For more information about Inside Out, please visit our website at www.insideout.ca