

HELP SHAPE THE FUTURE OF ONE OF CANADA'S LEADING OPERA COMPANIES

Pacific Opera Victoria is undertaking an exciting period of growth and transformation.

For nearly five decades, Pacific Opera Victoria has earned a national reputation for artistic achievement, innovative programming, original productions, and meaningful community engagement. Our productions are seen on stages across North America, and we proudly collaborate with every major Canadian opera company through co-productions and artistic partnerships that extend our impact far beyond Vancouver Island.

From our home at the Baumann Centre in Victoria, we create distinctive opera experiences that inspire audiences, nurture artists, and strengthen communities. We are a company known for doing things differently: commissioning new work, building our own productions, collaborating widely, and creating opportunities for people to connect through powerful storytelling and music.

We are now seeking an accomplished and ambitious Chief Development Officer to help lead our next chapter.

This is an opportunity to join a respected and financially stable organization with a deeply engaged donor community and a strong culture of philanthropy. The successful candidate will lead Pacific Opera Victoria's \$2M annual fundraising program to support innovative opera creation, community engagement, artist development, and educational impact. They will help shape a renewed vision for legacy giving through the Pacific Opera Victoria Foundation to build upon endowed assets of approximately \$13M and will design fundraising initiatives surrounding Pacific Opera's upcoming 50th Anniversary.

Reporting directly to the Chief Executive Officer and serving as a member of the senior leadership team, the Chief Development Officer will lead fundraising strategy, inspire a high-performing team, partner with board and volunteer leaders, and build meaningful relationships with donors whose generosity fuels Pacific Opera Victoria's mission and impact.

POSITION SUMMARY

The Chief Development Officer (CDO) is a strategic and collaborative leader responsible for advancing the organization's philanthropic vision and revenue goals. As a member of the senior leadership team, the CDO provides overall leadership for the Development department, overseeing fundraising strategy, donor engagement, campaigns, sponsorship, planned giving, stewardship, and special events.

Working closely with the Chief Executive Officer, Board of Directors, Foundation Board, volunteers, and community partners, the CDO cultivates a culture of philanthropy that inspires meaningful investment in the organization's artistic mission and long-term sustainability.

KEY RESPONSIBILITIES

Development Leadership

- Provide strategic leadership for all aspects of the Development program, ensuring fundraising activities align with the organization's strategic priorities and financial goals.
- Lead, mentor, and support the Development team including a Senior Development Officer, Development Manager, Development Officer, Events Coordinator, and external consultants or contractors.
- Develop and implement comprehensive fundraising strategies encompassing annual giving, major gifts, planned giving, campaigns, corporate sponsorships, stewardship, grants, and special events.
- Oversee the Development budget, establish annual revenue targets, monitor performance, and evaluate fundraising outcomes using data and key performance indicators.
- Foster a collaborative team culture focused on accountability, innovation, and community-centred fundraising.
- Prepare timely and insightful reports and presentations for the CEO, Board of Directors, Foundation Board, and relevant committees.
- Serve as the organization's fundraising leader, providing guidance, coaching, and philanthropic leadership to Board members, volunteers, and staff.
- Attend Board, Foundation Board, and committee meetings as required, supporting governance and fundraising initiatives.

Major Gifts

- Manage a portfolio of leadership and major gift donors and prospects, with a primary focus on gifts of \$25,000 and above, partnering with the CEO as needed.
- Develop and execute personalized cultivation, solicitation, stewardship, and recognition strategies that deepen donor engagement and increase philanthropic investment.
- Build and maintain strong relationships with donors, community leaders, corporations, foundations, and prospective supporters.

Foundations & Sponsorship

- Develop and lead foundation and corporate funding strategies, cultivating meaningful partnerships that align with organizational priorities and deliver mutual value.
- Provide strategic direction for grant research, proposal development, reporting, and stewardship materials.

Legacy Giving

- Provide strategic leadership for the organization's planned giving program, including the continued growth and engagement of the Bravo Society.

- Develop and implement initiatives to increase legacy commitments through donor education, relationship building, and stewardship.
- Collaborate with the CEO, Foundation Trustees, and professional advisors to identify, cultivate, and steward planned-giving prospects.
- Ensure appropriate stewardship, recognition, and administration of legacy donors and gifts.

Campaigns & Community Engagement

- Provide strategic leadership for capital or special fundraising campaigns, including development of a 50th Anniversary initiative.
- Represent the organization within the community, serving as a visible ambassador who strengthens relationships with donors, partners, businesses, and civic leaders.

QUALIFICATIONS

- Minimum 5 years of progressive fundraising leadership experience within the nonprofit sector.
- Demonstrated success securing and stewarding major gifts and leading comprehensive fundraising programs.
- Experience managing and coaching high-performing fundraising teams.
- Strong understanding of planned giving, donor stewardship, campaign strategy, sponsorship, and grant development.
- Exceptional relationship-building, communication, and presentation skills.
- Experience working effectively with Boards, volunteers, senior executives, and professional advisors.
- Strategic thinker with strong financial, analytical, and project management skills.
- The highest standards of confidentiality, legal compliance, and ethical fundraising practice.
- Passion for the performing arts and a commitment to advancing the organization's mission.
- CRFE credential and advanced professional degrees are assets but not required.
- Eligible to work in Canada by holding Canadian Citizenship, Canadian Permanent Residency status or a valid Canadian work permit.

COMPENSATION AND BENEFITS

- Full time, permanent position commencing December 2026.
- Competitive salary \$100,000 - \$130,000 contingent on experience and qualifications.
- Comprehensive extended health and dental benefits.
- Employee and family assistance program.
- Employer-matched RRSP program.
- Flexible work arrangements including remote work options.
- Relocation allowance is available.

- A dynamic, creative and mission-driven workplace.
- Stylish and accessible office, artistic and public spaces in beautiful Victoria, British Columbia.
- Paid professional development, international conferences, and volunteer opportunities.
- Complimentary season tickets and special events.

ABOUT PACIFIC OPERA VICTORIA

Pacific Opera Victoria is one of the most influential professional opera companies in Canada. Our vision is for a world in which opera enriches the lives of everyone. Our mission is to create distinctive and inclusive opera experiences which inspire and engage artists and audiences.

We deliver our mission with integrity and uncompromising adherence to our values: Quality, Leadership, Innovation, Collaboration, Learning, Inclusivity and Stewardship. We are committed to advancing Equity, Diversity, Inclusion, Reconciliation and Environmental Stewardship in our organization and community.

QUESTIONS WELCOME

We recognize that exceptional candidates often want to learn more before applying. Confidential inquiries about the role, the organization, or the search process are welcome and encouraged. Please contact Ian Rye, Chief Executive Officer, at ian@pacificopera.ca or **250-382-1641**. We would be pleased to speak with prospective candidates about this opportunity.

If you are energized by the opportunity to lead meaningful fundraising, build lasting donor relationships, and help advance exceptional artistic and community impact through one of Canada's most respected cultural institutions as it approaches its 50th Anniversary, we encourage you to apply.

Pacific Opera encourages applications from candidates of diverse backgrounds and lived experiences.

APPLICATIONS

Please submit a cover letter and resume before September 30, 2026, in confidence to:

Ian Rye, Chief Executive Officer

Pacific Opera Victoria

ian@pacificopera.ca

Applications will be reviewed as they are received. The posting will remain open until filled.