



Director, Growth & Partnerships

Location: Hybrid (Ontario-based preferred)

Type: Full-time

Reports to: Executive Director

About HOPE

HOPE is a registered Canadian charity offering evidence-based, strengths-focused, peer support to parents navigating challenges with their teen or young adult children. We are a member-driven organization committed to building resilient families and communities across Ontario — and poised for national expansion.

Families turn to HOPE because they need connection, understanding, and a path forward. As demand grows, we are strengthening our membership and partnership infrastructure to ensure every family can access the support they deserve.

The Opportunity

We are seeking a strategic, relationship-driven **Director, Growth & Partnerships** to lead HOPE's national growth and engagement portfolio. This senior role is ideal for a leader who excels at building systems, cultivating partnerships, and designing strategies that expand reach, deepen engagement, and strengthen organizational visibility.

You will oversee membership development, partnership strategy, and cross-sector engagement — all with the goal of positioning HOPE as a trusted, mission-driven charity recognized across Canada.

If you are energized by building something meaningful, shaping national growth, and strengthening community impact, this role offers both purpose and influence.

Why This Role Matters

HOPE is at a pivotal moment. We are expanding beyond Ontario, strengthening our membership base, and building partnerships that will shape our next decade. The Director, Growth & Partnerships will play a central role in:

- Designing systems that support national expansion
- Building relationships that elevate HOPE's visibility and credibility
- Creating pathways for families, professionals, and partners to engage with HOPE
- Ensuring our growth is strategic, sustainable, and aligned with our mission

This is a rare opportunity to lead growth strategy for an organization with deep impact and national potential.

Key Responsibilities

Membership Development

- Design and implement strategies to grow HOPE's membership base across Canada.
- Collaborate with outreach and learning teams to enhance member experience and retention.

- Develop targeted campaigns, partnerships, and referral pathways to attract new members.
- Analyze member data and feedback to inform programming and engagement.

Success Indicators:

- Steady, measurable membership growth across Canada
- High member satisfaction and retention
- Effective campaigns and referral pathways that expand reach
- Member insights actively shaping programming

Partnership Development

- Build and steward institutional partnerships that support HOPE's national expansion.
- Maintain transparent communication with partners to reinforce trust and alignment.
- Develop recognition strategies that highlight partner contributions.
- Collaborate with Outreach and Learning teams to integrate partnership opportunities into programming.
- Support donor cultivation strategies, including stewardship of major gifts and corporate sponsorships.
- Leverage HOPE-hosted events to deepen engagement and expand visibility.
- Co-develop initiatives that enhance member experience and deliver added value.

Success Indicators:

- Strategic partnerships that advance HOPE's national growth
- Strong partner satisfaction and clear communication
- Events that deepen engagement and generate new opportunities
- Partnerships that enhance member experience and retention

Strategic Leadership & Organizational Contribution

- Cultivate partnerships that advance HOPE's mission, visibility, and sector influence.
- Represent HOPE at conferences, sector events, and collaborative meetings.
- Contribute to organizational planning, goal-setting, and strategic development.
- Participate in staff meetings to support alignment and collaboration.
- Perform additional duties as required to support HOPE's evolving priorities.

Success Indicators:

- Visible leadership in advancing HOPE's mission and credibility
- Growth and engagement strategies integrated into organizational planning
- Strong cross-team collaboration and values-based culture
- Strengthened national profile and sector presence

Qualifications

- Proven track record in stakeholder engagement and partnership development in the nonprofit or health sector.
- Demonstrated experience in sustained membership development with measurable results.
- Strong strategic planning and execution skills.
- Exceptional communication and relationship-building abilities.
- Experience in nonprofit leadership, ideally in mental health, family services, or community development.
- Familiarity with CRM systems, donor databases, and digital engagement tools.
- Passion for HOPE's mission and values.

Assets:

- Lived experience with youth mental health, addictions, or the youth justice system
- Professional background in parenting, youth mental health, or peer support
- Bilingual (English/French)
- Experience working with volunteer boards and committees

What We Offer

- Salary: \$85,000–\$100,000 CAD (commensurate with experience)
- Competitive benefits package
- Flexible work arrangements
- A collaborative, values-driven culture
- Professional development opportunities
- The chance to shape the future of a growing, mission-driven organization and make a meaningful impact in the lives of families across Canada

Working Conditions

This role is primarily remote, with occasional in-person meetings, member events, and outreach activities. Candidates must have a reliable internet connection and suitable home workspace. Some light lifting (up to 25 lbs) may be required for event setup. As HOPE grows, future expectations may include some in-office collaboration.

HOPE is committed to maintaining a flexible, inclusive, and accessible work environment and will provide accommodations as needed.

Diversity, Equity & Inclusion

HOPE is committed to fostering a diverse, equitable, and inclusive workplace where all team members feel valued, respected, and empowered. We actively encourage applications from Indigenous peoples, racialized individuals, persons with disabilities, 2SLGBTQIA+ individuals, newcomers to Canada, and those with lived experience related to our mission. Accommodations are available throughout the hiring process to ensure accessibility and belonging.

How to Apply

To apply, please send your resume along with a cover letter that clearly outlines:

- How you understand the *work* of partnership development in a growing, mission-driven organization
- How you connect with HOPE's mission and values
- How you understand the *moment* HOPE is in — our growth, our opportunity, and the role partnership development plays in our next chapter

We use the cover letter as an essential part of our screening process. Applications submitted without a cover letter will not be reviewed.

Please email your application to careers@hope4parents.ca with the subject line: Director Growth and Partnership – Application

Thank you to everyone who applies. We truly appreciate your interest in joining HOPE. Please note that only candidates who meet our screening criteria will be contacted.