



**Ducks Unlimited
Canada**

OPPORTUNITY PROFILE

Manager of Signature & P2P Events

Ducks Unlimited Canada

Ducks Unlimited Canada (DUC), one of the nation's leading conservation organizations, is a passionate community of people who believe that nature is the foundation of strong communities, a prosperous economy and a sustainable future that supports the hopes and dreams of the next generation. Together, we conserve and restore some of the most valuable and threatened landscapes on the planet.

To learn more, visit www.ducks.ca

The Opportunity

Reporting to the National Director of Development, the Manager of Signature & P2P Events provides leadership for the strategic direction, growth, and operational delivery of Ducks Unlimited Canada's national events portfolio. This role is accountable for advancing a cohesive, scalable approach to peer-to-peer and signature events that drives sustainable funding and strengthens supporter engagement across Canada.

Success in this role is defined by a forward-thinking mindset, with a focus on continuously identifying, testing, and scaling innovative opportunities that expand public participation in fundraising and deepen connection to DUC's mission.

Key Accountabilities

Strategic Leadership & Planning

- Lead the development and execution of multi-year national strategies for peer-to-peer campaigns and signature events, aligning philanthropic support and engagement outcomes with DUC priorities.
- Partner with Marketing and Communications to integrate brand, digital, and engagement strategies into a unified national events approach that enhances reach and impact.
- Champion a culture of innovation, continuous improvement, and adaptive management, ensuring programs evolve in response to emerging trends and opportunities.
- Contribute to organizational planning cycles by aligning event strategies with broader development goals, while supporting budget planning, forecasting, and performance reporting.
- Ensure program integrity through oversight of policies, standards, and governance frameworks that guide national event delivery.

Event and Portfolio Management

- Provide operational oversight of the national events portfolio, ensuring seamless execution across in-person, virtual, and hybrid formats, with a focus on consistency, scalability, and quality.

- Establish and optimize systems, tools, and resources that enable staff and volunteers to independently and effectively deliver events aligned with national standards.
- Lead cross-functional collaboration with regional teams, volunteers, and internal stakeholders to ensure coordinated and efficient program delivery.
- Oversee financial performance across the portfolio, including budget management, revenue tracking, and evaluation of return on investment and key performance indicators.
- Deliver regular performance insights and reporting to senior leadership and the Board, supporting data-informed decision-making and long-term planning.

Fundraising Growth & Relationship Management

- Advance a diversified fundraising approach through the events portfolio, including the development of sponsorship strategies, corporate partnerships, and donor engagement opportunities.
- Collaborate with Development teams to strengthen major donor relationships and integrate events into broader cultivation and stewardship strategies.
- Design and implement participant and volunteer engagement frameworks that drive retention, motivation, and long-term commitment to DUC's mission.
- Leverage insights into donor behaviour, fundraising trends, and digital engagement to continuously refine and enhance program effectiveness.

The Person

Education & Experience

- Minimum of 5 years of progressive leadership experience in event fundraising, peer-to-peer campaigns, or volunteer engagement, including oversight of national or large-scale initiatives.
- Demonstrated success in developing and operationalizing fundraising strategies that drive growth and engagement.
- Bachelor's degree in Business, Marketing, Communications, or a related field; equivalent combinations of education and experience will be considered.
- Fundraising credentials (e.g., CFRE) are considered an asset.
- Bilingualism is considered a strong asset.

Knowledge & Expertise

- Strong understanding of fundraising strategy, donor engagement models, and revenue diversification approaches, particularly within peer-to-peer and signature event environments.

- Experience leveraging digital platforms, CRM systems, and emerging technologies to support fundraising growth and participant engagement.
- Financial acumen, including budgeting, forecasting, and performance measurement within a results-oriented environment.
- Awareness of national fundraising trends and the ability to translate insights into practical, scalable program strategies.

Communication & Relationship Management

- Exceptional communication skills, with the ability to translate complex concepts into clear, compelling messaging that inspires action.
- Proven ability to build and sustain collaborative relationships across diverse internal teams, volunteers, sponsors, and external partners.
- Skilled at engaging and influencing stakeholders at all levels, including public speaking and representing the organization with credibility and professionalism.
- Comfortable working independently in a remote environment while maintaining strong connection to national teams.

Leadership & Team Enablement

- Provides clear direction and strategic alignment across teams contributing to national events, ensuring shared accountability for outcomes.
- Builds strong, trust-based relationships that foster collaboration, engagement, and a shared commitment to success.
- May directly supervise staff (up to a team of 3) and provide guidance to regional teams, supporting consistent execution and capability development across the organization.
- Leads with integrity, accountability, and a commitment to high performance.

Accountability & Impact

- Operates with a high degree of autonomy, balancing strategic priorities with operational demands in a dynamic, high-volume environment.
- Contributes to long-term planning horizons (2–3 years), ensuring the sustainability and growth of the national events program.
- Accountable for managing approved budgets and delivering measurable results aligned with organizational goals.
- Exercises sound judgment, discretion, and confidentiality in all aspects of the role.



Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Salary is based on a 35-hour work week and is commensurate with individual education and experience, as it relates to the position. The salary range is \$82,500 to \$104,500. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (in PDF or Word document format, preferably as a single document) to Wendy Romanko, Senior Consultant at apply@leadersinternational.com, including the job title in the subject line.

Leaders International Executive Search www.leadersinternational.com