

Royal Manitoba Theatre Centre Senior Director of Advancement - Search

Location: Winnipeg, Manitoba
Work environment: Primarily in person
Employment type: Full-time, permanent
Salary range: \$110,000 to \$145,000, commensurate with experience
Relocation support: Available

Royal Manitoba Theatre Centre (MTC) is seeking an ambitious, strategic and deeply relationship-driven leader to serve as its Senior Director of Advancement at a pivotal moment in the organization's evolution. This is a senior organizational leadership role and the successful candidate will be one of the key leaders shaping MTC's future. Reporting to the Executive Director, the Senior Director of Advancement is someone who can lead and build a team, cultivate and steward relationships and have the confidence required to move the organization from aspiration to action. This is not simply a role about raising money. It is about helping more people see themselves as part of the future of the theatre, understand why MTC matters now and choose to invest in what it can become.

This leadership role sits at the heart of that next chapter for MTC. A major campaign is on the horizon and the organization needs someone with the experience, energy and judgement to help prepare for it. This is a role for someone who understands that philanthropy begins with relationships that are built over time, through trust, curiosity, generosity and shared experience.

About Royal MTC

As Canada's oldest English-language regional theatre and Manitoba's flagship theatre organization, MTC is entering a period of renewed momentum and long-term ambition. Founded in 1958, it was built on a powerful idea: that great theatre should belong to the people, not just the elites. Today, MTC produces theatre on two stages and tours work across the region. It supports artists and students, produces the Winnipeg Fringe Theatre Festival, develops new work, invests in Indigenous and Canadian storytelling, and welcomes audiences from across the province.

MTC exists to hold an open door to all Manitobans, to share stories that connect us to each other and to our world. We envision MTC as Canada's preeminent regional theatre, delivering unrivalled excellence, and inspiring Manitobans through the transformative power of storytelling.

MTC is working to become more open, more connected, more accessible and more deeply woven into the life of Manitoba. The Senior Director of Advancement will be instrumental in helping shape the next chapter by strengthening relationships with people and organizations who care about the future of theatre, culture, community and civic life.

Why join MTC?

Royal MTC is entering one of the most exciting chapters in its history, making this a rare opportunity to help shape the future of one of Canada's leading cultural institutions.

While leading a strong advancement program is fundamental to the role, the opportunity is much broader. You will help build the relationships, leadership capacity, volunteer engagement, and campaign readiness that will support MTC's next era of growth and community impact.

You will work alongside ambitious artistic and executive leadership, an engaged Board of Trustees, a passionate staff team, a vibrant artistic community and audiences who care deeply about the future of the theatre. Together, you will help ensure MTC remains artistically excellent, welcoming, relevant, and sustainable for generations of Manitobans.

Most importantly, you will help more people understand that supporting Royal MTC is about far more than theatre. It is an investment in artists. In young people. In community. In a vibrant downtown Winnipeg. In public imagination & creativity. An investment in Manitoba's future.

The Community

Royal Manitoba Theatre Centre is proud to call Manitoba home. Royal MTC is located in Winnipeg on Treaty 1, the traditional territory of the Anishinaabeg, Inninewak, Anishinewak, Dakota Oyate, and Denesuline, and the National Homeland of the Red River Métis. We are thankful for the benefits sharing this land has afforded us, acknowledge the responsibilities of the Treaties, and embrace the opportunity to partner with Indigenous communities in the spirit of reconciliation and collaboration.

Winnipeg is one of Canada's great arts and cultural cities: creative, collaborative and community minded. Home to a thriving network of artists, theatres, festivals, musicians, dancers and cultural organizations, it offers the opportunity to build a meaningful career within a nationally respected arts ecosystem while making a tangible impact on the cultural life of the community.

The city also offers an exceptional quality of life. With a comparatively affordable cost of living, vibrant neighbourhoods, remarkable restaurants, abundant green spaces and easy access to Manitoba's lakes and outdoor recreation, Winnipeg provides the opportunity to build both a rewarding career and a fulfilling life.

For someone who wants to help shape the future of the arts while contributing to a dynamic and welcoming community, Winnipeg offers an exceptional place to call home.



(l-r): Kevin Klassen, Braydon Dowler-Coltman, Troy Feldman & Davinder Malhi in *Life of Pi*, produced in partnership with Citadel Theatre
Puppet Design & Fabrication by Puppet Stuff Canada, Set Designer Beyata Hackborn, Costume Designer Joseph Abetria, Lighting Designer
Video Designer Corwin Ferguson. Photo by Nanc Price

Key Accountabilities:

Overview

As a member of MTC's senior leadership team, the Senior Director of Advancement provides strategic leadership for the organization's advancement program, strengthening the relationships, resources, and organizational capacity that will sustain MTC's long-term success.

Working closely with the Executive Director, Artistic Director, Board of Trustees, donors, government partners, volunteers, staff, and community leaders, the Senior Director will lead MTC's advancement strategy while preparing the organization for significant philanthropic growth and future campaign success

Relationship Building & Institutional Advancement

- Lead MTC's advancement strategy by building and stewarding meaningful relationships with donors, sponsors, foundations, government partners, volunteers, and community leaders.
- Expand and strengthen MTC's network of supporters through strategic partnerships, collaborations, stewardship, and advocacy.
- Inspire individuals and organizations to invest in MTC's artistic vision, community impact, and long-term sustainability.

Advancement Strategy & Revenue Growth

- Develop and execute an integrated advancement strategy that grows annual giving, major gifts, planned giving, sponsorships, foundation support, government investment, and other contributed revenue.
- Establish measurable goals, budgets, and performance metrics while using data and market insights to drive continuous improvement.
- Strengthen donor pipelines and stewardship practices to support sustained philanthropic growth.
- Stay informed of philanthropic, economic, government, and cultural trends that influence fundraising strategy and organizational growth.

Campaign Readiness

- Partner with senior leadership and the Board to prepare MTC for a future comprehensive and capital campaign by strengthening campaign readiness, major gift strategies, volunteer leadership and organizational capacity.
- Cultivate transformational donor relationships that position MTC for long-term philanthropic growth beyond the annual fundraising cycle.

Board, Volunteer & Government Relations

- Support and engage the Board, Resource Development Committee and volunteers as confident ambassadors and partners in advancing MTC's mission.
- Build productive relationships with government, funding agencies, donors and community leaders while representing MTC with credibility and impact.
- Clearly articulate MTC's mission, artistic vision, strategic priorities, programs and community impact to inspire investment and long-term support.

Leadership & Organizational Culture

- Lead and develop a high-performing Advancement team by establishing clear priorities, building accountability, fostering collaboration and continuous improvement.
- Embed a culture of philanthropy across MTC by helping staff, artists, volunteers, trustees and senior leaders understand their role in strengthening relationships with the theatre.
- Model integrity, collaboration, respect and sound judgment while contributing positively to MTC's broader organizational culture.

Advancement Operations

- Provide strategic oversight of advancement operations, including budgeting, forecasting, reporting, donor systems, data integrity and performance analytics.
- Ensure effective policies, technology, and processes support organizational growth while maintaining compliance with all legal, regulatory and ethical fundraising standards.
- Continuously improve advancement practices, systems and reporting to support informed decision-making and long-term organizational success.
- Embrace additional leadership responsibilities & duties that contribute to the overall success and strategic objectives of MTC.

Traits & Characteristics

You will be successful in this role if you combine ambition with warmth, strategy with action, and relationship-building with discipline.

You are a proactive, resilient, and entrepreneurial leader who enjoys bringing people together around a shared vision. Whether working with donors, government partners, Board, volunteers, artists, staff, or community leaders, you build trust through authenticity, curiosity, sound judgement, and genuine respect for others.

You are equally comfortable thinking strategically and executing operationally. You know how to move ambitious work forward while bringing people with you, balancing urgency with patience, accountability with kindness, and confidence with humility.

As a member of MTC's senior leadership team, you are a trusted thought partner to the Executive Director and Artistic Director. Board members value your guidance; your team looks to you for clarity and support and external partners trust your judgement and professionalism.

You develop people as intentionally as you develop relationships. You establish clear expectations, create opportunities for growth and foster an environment where people can do the best work of their careers.

Above all, you believe that relationships are the foundation of advancement. You understand that every meaningful interaction has the potential to strengthen someone's connection to MTC and, ultimately, its future.

Leadership Competencies

The successful candidate will demonstrate:

- **Strategic Leadership** — Inspires others around a compelling vision while translating strategy into practical action.
- **Relationship Building** — Develops authentic, lasting relationships built on trust, empathy and shared purpose.
- **Collaboration & Teamwork** — Brings people together across departments and stakeholder groups to achieve common goals.
- **Negotiation & Influence** — Builds consensus, navigates complexity and facilitates mutually beneficial outcomes.
- **Diplomacy & Emotional Intelligence** — Approaches sensitive conversations with confidence, tact and sound judgement.
- **Problem Solving** — Analyzes complex issues, identifies opportunities and develops thoughtful, practical solutions.

- **Planning & Execution** — Organizes priorities, resources and people to deliver ambitious objectives effectively.
- **Innovation & Future Thinking** — Anticipates emerging opportunities and helps position MTC for long-term success.
- **Adaptability & Resilience** — Responds positively to changing circumstances while maintaining focus and momentum.
- **Commitment to Equity, Diversity, Inclusion, Accessibility & Reconciliation** — Champions practices that foster belonging, reflect the communities MTC serves, and strengthen the organization's advancement work.

Experience & Qualifications

The ideal candidate brings a demonstrated record of building philanthropic support, cultivating strategic relationships, and leading organizational growth within a complex nonprofit or institutional environment.

You have successfully secured major and transformational gifts and understand how annual fundraising, major gifts, sponsorship, government investment, planned giving and campaign preparation work together within an integrated advancement strategy. Experience leading or preparing for a comprehensive and capital campaign is considered a significant asset.

You have worked effectively with Boards of Trustees, senior volunteers, executive leadership, government partners, and major donors, helping build confidence, alignment and long-term engagement. You also have experience leading and developing high-performing teams through periods of growth and organizational change.

You are financially literate and comfortable using budgets, forecasting, fundraising analytics and performance data to support sound decision-making and organizational growth.

Experience in the performing arts or broader cultural sector is valued, but candidates from education, healthcare, social impact, or other mission-driven non-profit organizations with comparable advancement experience are encouraged to apply.

Qualifications

The successful candidate will typically bring:

- A bachelor's degree or an equivalent combination of education with professional, leadership and lived experience.
- At least seven years of progressively senior leadership experience in advancement, philanthropy, external relations, or a closely related field.
- Demonstrated success securing major gifts and developing strategies across annual giving, major gifts, sponsorship, foundations, government funding and planned giving.
- Experience preparing for, participating in, or leading a comprehensive or capital campaign is considered a significant asset.
- Experience building productive relationships with Boards of Trustees, senior volunteers, donors, government partners, foundations and corporate leaders.
- Strong financial, strategic planning and organizational management skills.
- Excellent written and verbal communication skills, including the ability to articulate organizational vision and inspire philanthropic investment.
- A commitment to mentoring and developing staff while fostering a collaborative, high-performing team culture.
- A demonstrated commitment to equity, diversity, inclusion, accessibility and reconciliation, and the ability to embed those values into advancement practice and organizational relationships.

- A CFRE designation and active involvement with the Association of Fundraising Professionals or other relevant professional associations are considered assets.

Equivalent combinations of education, professional experience and lived experience will be considered.



(l-r): Jeremy Proulx, Daniel Knight & James Dallas Smith in *In the Shadow Beyond the Pines*. Set Designer Adam Parboosingh, Costume Designer Amy McPherson, Lighting Designer Kahentano:ron Brianna Montour. Photo by Dylan Hewlett

Additional Requirements

The work environment is primarily in person at MTC's administrative offices in downtown Winnipeg, Manitoba. The successful candidate must be able to work beyond office hours including attendance at performances and events. A clear Police Information Check is required. Applicants must be legally entitled to work in Canada.

Compensation

MTC offers a competitive compensation package including salary, group benefits, retirement savings participation, vacation, professional development support and complimentary ticket privileges.

Salary range: \$110,000 to \$145,000 annually, commensurate with experience and qualifications.

A relocation allowance is available for this opportunity.

Application Instructions

Royal Manitoba Theatre Centre Senior Director of Advancement Search is led by Martin Bragg and Nicola Dawes of **Martin Bragg & Associates**. To apply in confidence, please email your letter of interest and resume in Word or PDF format to Martin Bragg & Associates at royalmtc@mbassociates.ca. All qualified candidates are encouraged to apply and will receive an acknowledgement of their application. No phone calls, please.

Applications will be reviewed immediately, and the deadline is 5:00 p.m. Central Time on Monday, October 5, 2026.

MTC and Martin Bragg & Associates are committed to an open and transparent hiring process and encourage applications from our diverse community. Applications are strongly encouraged from Indigenous, Black and People of Colour, as well as candidates from historically underrepresented communities.

MTC is committed to accommodating applicants with disabilities throughout the hiring process. If you require accommodation at any stage, please contact Martin Bragg & Associates.