



CWN is seeking a **Senior Manager, Business Opportunities and Fundraising** to lead the identification, development and advancement of strategic opportunities, partnerships, and fundraising efforts in support of both CWN and the CWN Foundation.

Canadian Water Network (CWN) is a national non-profit that supports decision-makers in addressing complex water-related challenges at the intersection of Communities, Health, and Climate. CWN convenes cross-sectoral networks of professionals to promote peer-to-peer learning, catalyze collaboration and accelerate action. Learn more about us at cwn-rce.ca. The CWN Foundation is an affiliated registered charity through which philanthropic and charitable initiatives are delivered.

This role focuses on leading a pipeline of business and funding opportunities that support the missions and strategic priorities of both CWN and the CWN Foundation, including earned revenue, partnerships, sponsorships and philanthropic and charitable initiatives. Funding opportunities may include government, foundation, and corporate sources and delivered through CWN or the CWN Foundation, as appropriate, based on program purpose, funding requirements and legal considerations. The role supports the CEO in cultivating and managing high-level- strategic relationships.

This role reports to the CEO and is structured as a one-year, capacity-building and proof-of-concept position. Success in the first year will be assessed based on qualitative and quantitative progress across the following areas:

Revenue Generation and Pipeline Development: Demonstrated progress in strengthening CWN's long-term financial sustainability through the advancement of a diversified portfolio and pipeline of revenue and funding opportunities, including government funding, partnerships, earned revenue, and sponsorships.

CWN Foundation Funding: Establishment of the CWN Foundation's initial fundraising capacity, with early progress in identifying, cultivating and advancing philanthropic and charitable funding opportunities across priority funding segments.

Proposal Quality and Competitiveness: Submission of high-quality proposals, sponsorship pitches and funding applications for both CWN and the CWN Foundation that are well-aligned with funder priorities and clearly articulate each organization's value proposition.

Internal Integration and Capacity: Strengthened opportunities and fundraising processes that are well integrated across program areas and enabling functions, improving alignment across priorities, and reducing reliance on ad hoc approaches.

External Relationships and Positioning: Relationships that enhance CWN's visibility and position the organization for future opportunity development and credibility alongside increased awareness and positioning of the CWN Foundation with relevant philanthropic and charitable funding communities .

Key Responsibilities

- Identify, prioritize, structure and advance a pipeline of opportunities for both CWN and the CWN Foundation, aligned with priorities, workplans and revenue targets; mobilize internal subject matter experts and contributors to support development; lead the coordination, integration, refinement and submission of proposals and pitches to ensure they are opportunity-appropriate.
- Oversee existing and emerging revenue-generating and fundraising programs and offerings aligned with CWN's and the CWN Foundation's strategic priorities.

Delivery Enablement and Capacity

- Establish and manage effective business development processes that are well integrated with program areas and enabling functions (e.g., communications, program design, IT).
- Provide supervision and hands-on support to staff contributing to business development and fundraising, ensuring program expertise is integrated into clear, coherent and fundable proposals and partnership opportunities.
- Engage and oversee external consultants as needed, including leading requests for proposals, contractor selection, and performance management to support funding and partnership objectives.
- Support fundraising and sponsorship efforts for flagship events, including the Blue Cities conference.
- Support the development and fundraising of partnership-driven and community-engaged initiatives by working closely with subject-matter experts to structure opportunities, confirm deliverability, and translate program priorities into credible, fundable propositions, including initiatives co-developed with Indigenous partners and other priority communities.

Partnerships and Relationship Management

- Develop and manage strategic alliances with external organizations and stakeholders in collaboration with senior management, supporting both new opportunities and ongoing engagements.
- Build and maintain productive, trust-based relationships with funders, partners, sponsors, and industry stakeholders at the operational, director and senior staff levels.

- Support the CEO by preparing briefs, advancing priority opportunities and following up on high-level strategic relationships to extend and systematize external engagement.
- Identify and prioritize high-value conferences, industry events and sector initiatives, making strategic decisions in collaboration with the CEO about where CWN or the CWN Foundation should be represented and by whom, to best support credibility, visibility and relationship-building goals.
- Identify and pursue relevant industry awards, recognition opportunities, and sector initiatives that enhance CWN's profile, credibility and visibility.

Strategic Contribution

- As a member of the senior team, contribute to CWN's strategic directions and corporate goals, with a particular focus on funding diversity and long-term sustainability.
- Provide strategic analysis and insight to identify new revenue streams, partnership opportunities and growth areas consistent with CWN's mission and positioning.

Knowledge & Skills

- 7-10 years of progressively senior experience in non-profit, charitable organizations, or foundation environments, with a strong understanding of public, philanthropic, and corporate funding environments:
- Demonstrated ability to identify, assess, prioritize and advance funding and partnership opportunities aligned with organizational strategy, including grants, sponsorships and partnership-based revenue.
- Experience coordinating the development of grant proposals, sponsorship packages, and funding applications, working with subject matter experts to ensure opportunities are well structured, deliverable, complete and consistently presented from concept through submission.
- Strong senior-level relationship management skills, with the ability to build trust and maintain productive funder, sponsor and partner relationships.
- Excellent written communication skills, including the ability to develop high-quality proposals, briefing materials and internal documentation
- Strong strategic and analytical skills with sound judgement in assessing opportunity fit, financial and reputational risk and long-term sustainability in a resource-constrained environment
- Experience establishing and improving business development processes and working collaboratively across programs, finance, and senior leadership
- Facility in spoken French would be an asset.

Why Canadian Water Network

We have a collaborative culture filled with genuinely good people who want to make an impact in the water sector. This role offers challenging and rewarding work experience,

with a standard commitment of 35 hours per week. We understand the importance of balance in our lives and encourage you to prioritize yours. Our flexible work policy is designed to accommodate individual situations, offering a hybrid environment where most staff work from home and convene in person a few times a month. Although our offices are based in Waterloo, Ontario, we consider candidates from anywhere in Canada in support of our pan-Canadian network. Fully remote positions are also an option. You must be a resident of and have the legal right to work in Canada. This position requires some domestic travel.

This is a one-year fixed-term contract position. The intent of this role is to build sustainable fundraising capacity. Subject to results and financial viability, the organization may consider extending or making the position permanent. The salary range for this role is \$95,000-105,000, plus benefits (extended health and group life insurance) and three weeks of vacation. Compensation reflects the fixed-term, proof-of-concept nature of the role; scope and compensation would be revisited if the position is extended or converted to a permanent Director-level role. Join us on this exciting journey as we strive to make a difference in the water sector. Your contribution will be valued, and your professional growth, nurtured.

Application instructions

Please send your resume and cover letter in English, sharing your interest in this position to careers@cwn-rce.ca. Our commitment is to support a diverse, equitable, and inclusive work environment and hire the best candidate.

To eliminate any bias in our application review process, please withhold all identifying information from your application's attachments. Please include your name and contact information in the body of your email so we can contact interview candidates. The position will be posted until we have found the ideal candidate.