



Internal and External Posting

September 22, 2022

KidsAbility empowers children and youth with special needs to realize their full potential.

1.0 FTE – Business Development Lead - Contract
Commencing: October 17th, 2022 – October 11th, 2024
Assigned Sites: Waterloo, ON

KidsAbility is an equal opportunity employer that is dedicated to over 60 years of proven community outreach and servicing of families across the Waterloo and Guelph Wellington Regions. With core values such as collaboration, respect, accountability, integrity and inclusion, KidsAbility offers employees:

- Access to Employee Assistance Programs
- Health and Dental benefits
- Organizational transparency on missions, visions and future development
- Social Events and opportunities to give back to your community

KidsAbility is embarking on a trajectory of growth and transformation. The Business Development Lead will seize on this momentum and play a key role in growing revenue to drive KidsAbility's strategic goals. KidsAbility has maintained solid and trusted relationships with key funders, including the Government of Ontario, over the past decades. The Business Development Lead will work with the Director of Research and Innovation to diversify and expand funding and revenue sources, bringing new ideas and approaches that are pro-active.

The Business Development Lead execute KidsAbility's Strategic Business Development plans. The candidate will identify and respond to business opportunities while ensuring these efforts are responsive to and aligned with the vision and values of KidsAbility.

Business development happens across an organization and at various levels. The Business Development Lead is part of the Research and Innovation Team and will promote approaches that are coordinated, coherent and achieve higher level goals. The Business Development Lead will coordinate across departments and engage external stakeholders to prepare successful proposals and initiative designs. The Business Development Lead will also review and manage efforts to improve KidsAbility's business systems and processes.

Responsibilities:

- Support the execution of strategic goals for business and revenue development at KidsAbility
- Take initiative to identify and capture opportunities that fulfill strategic business and revenue goals
- When required, work with external stakeholders to support business planning and analysis
- Achieve revenue and shared value targets for assigned development projects
- Consult with internal stakeholders to consider clinical needs and implications of business activities
- Manage business plan development for Fee-for-Service programs and new initiatives
- Manage the implementation and execution of approved business development projects
- Use quantitative and qualitative data to monitor and evaluate business performance
- Identify adaptations and changes required to make business initiatives sustainable and scalable
- Be an organizational resource, providing input on ways to improve internal systems and ways of working

Qualifications:

- Bachelors degree (or higher) in business administration, entrepreneurship, or a related field
- Evidence of ability to challenge status-quo and generate creative solutions that create shared value
- Evidence of ability to manage complex projects that involve financial projects, business processes and human resource considerations



- Excellent communicator with a solid understanding and appreciation of business principles, impact investment, and social entrepreneurship
- Strong networks and representational skills
- Demonstrated experience managing and improving successful proposal development processes, including selection and management of projects
- Strong management, team building, relational, interpersonal and communication abilities and skills
- Results-oriented mindset and a willingness to be hands-on with a high attention to detail
- Strong organizational skills with the proven ability to manage multiple projects simultaneously
- Strong cross-cultural skills with a proven ability to contribute to a positive team atmosphere and collaborative organizational culture
- Demonstrated ability to use management and productivity software, including Microsoft Excel

We invite applications from those interested in this position to submit a letter of interest and resume by end of day **September 30th, 2022** to:

Human Resources
recruitment@kidsability.ca

Equity, Diversity, and Inclusion are core values at KidsAbility. We are an organization that values, respects, and celebrates the diversity of all. We are committed to creating a more inclusive and barrier-free work environment for all staff. We encourage applications from visible minority groups, women, Indigenous peoples, and persons with disabilities. We also welcome applications from all people, without regard for religion, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, genetic information or any other ground protected by applicable law.

KidsAbility strives to create an accessible and inclusive recruitment process. If you require any accommodation, please contact Human Resources in advance for assistance at recruitment@kidsability.ca.

Please note that all prospective KidsAbility employees are subject to mandatory immunization requirements, including the full and ongoing COVID-19 vaccination, as a condition of obtaining and maintaining employment. We will make accommodations as directed by the Ministry of Children, Community and Social Services and the Chief Medical Officer of Health.