



CAREER OPPORTUNITY – EXECUTIVE DIRECTOR

Who We Are

Children's Hearing and Speech Centre of BC provides listening and spoken language programs and services to children who are deaf or hard of hearing and their families. In operation since 1963, we are the only listening and spoken language focused educational centre in Western Canada. Our dynamic, experienced, multi-disciplinary team ensures children, from birth through high school graduation, receive the listening and spoken language intervention they need to lead full and independent lives.

Why We Are Looking

After contributing significantly over the past five years, our current Executive Director will be retiring at the end of the 2024-2025 school year. The successor will be responsible for development, execution and assessment of CHSC's strategic plan, overall operations and performance results. Building on the existing empowering and supportive culture will be a key to success in this role, along with advancing and further securing the organization's opportunities for funding from government, corporations and individuals.

What We Are Looking For

We are looking for an experienced leader with non-profit experience who will embrace our vision and direct our day-to-day operations in consultation with the Leadership Team, ensuring programs and services meet the needs of our community today and in the future.

Who You Are

You are a strategic yet compassionate leader with a talent for turning a vision into an actionable plan and executing on it. You are inspired by our mission and our strategic goal of expanding our reach and enhancing programs and services throughout BC. You have demonstrated success in leading people and fostering a team environment. Your collaborative approach enables you to partner with multiple stakeholders to create an inclusive and respectful community. You are a skilled communicator and a strong advocate adept at navigating relationships with public partners, managing contract negotiations and engaging the public and the media. From a business perspective, you are part innovator and part administrator. You understand organizational planning, development and budgeting. You can read a financial statement and can raise funds. An astute decision maker, your ability to assess challenges and seek opportunities creates pathways to success. While you are passionate about quality and service, it must be founded by compassion and empathy. And most importantly, you have shown an unwavering dedication to your past missions, and you can get behind CHSC's vision, mission and values.

What You Will Do

Reporting directly to the Board of Directors, you will be responsible for oversight and administration of CHSC's programs, services, and strategic priorities. You will facilitate regular strategic planning and operationalize the plan. You will communicate collaboratively, providing information necessary for the Board to function properly and make informed decisions. You will ensure the financial sustainability of CHSC through wise fiscal management. You will support developing an expert team and provide fair and wise human resource leadership. You will build and lead a world-class educational and clinical Centre.

This is a full-time role, Monday to Friday, with occasional evening and weekend responsibilities.

Qualifications

- 7+ years of relevant senior management experience, ideally in the non-profit sector
- Experience with program development and evaluation, strategic thinking and planning
- Experience building strong networks and relationships with key stakeholders including government, non-profits, service providers, and the corporate sector
- Experience working collaboratively with a Board of Directors in a non-profit organization
- Experience securing regular funding and fund raising through a variety of approaches
- Experience leading budget preparation and financial analysis
- Experience in communications, marketing, and stakeholder engagement
- Experience building, leading, and supporting a diverse, inclusive, and equitable work culture
- Experience leading, hiring, mentoring, developing and retaining high performing teams
- Experience leading and managing change
- Experience with facility management and vendor negotiations
- Experience with Salesforce or similar programs to assist data driven decision making is an asset

Competencies

- A strategic leader
- An empowering and empathetic leader
- An organized and results-driven manager
- A self-aware individual with a personal commitment to the values of the organization and a willingness to learn and adapt
- An exceptional communicator
- An analytical and creative approach to problem solving

What We Offer

The position provides a comprehensive benefits package which includes:

- Extended health benefits including medical, dental, ADD, life insurance, and LTD
- Participation in the Municipal Pension Plan up to 17.92% of annual salary
- 8 weeks of vacation time
- Expected annual salary range between \$125,000 and \$140,000

How to Apply

To submit your application, please forward your resume and cover letter to careers@childrens hearing.ca.

We thank and appreciate all applicants who apply. Please note that only those selected for an interview will be contacted.

All qualified applicants will receive consideration for employment without regard to race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age. We are committed to providing reasonable accommodations to individuals with disabilities and ensuring an inclusive recruitment process. If you require accommodation at any stage of the application or interview process, please contact us, and we will work with you to meet your needs.