



Position: President and Chief Executive Officer, YMCA of Northeastern Ontario

Reports To: YMCA Board of Directors

Location: Sudbury, Ontario

Salary Range Classification: Group 18 (Hay Korn-Ferry Compensation Study, YMCA Canada 2016)

Placement Date: Winter 2019

Situation:

The Association currently serves the two major cities of Sudbury and North Bay, plus surrounding municipalities in Northeastern Ontario. Sudbury is the largest city in Northeastern Ontario with a population of approximately 150,000. The city is the major service and supply hub for this region of Ontario and plays an important role in the province's economy and culture. With a diversified economy including forestry, mining, health care and education, Sudbury enjoys a growing economy and an affordable quality of life. Sudbury is also home to a diverse arts and cultural scene and is well-connected by road, rail and airport. North Bay has a population of approximately 55,000 and also plays an important role in the region with a diversified economy including tourism, health care and education. North Bay also enjoys a diverse arts and cultural scene and is well connected by road, rail and airport. A large aboriginal population resides in Northeastern Ontario.

The YMCA of Northeastern Ontario was formed in April 2017 from the amalgamation of the YMCA of Sudbury and the YMCA of North Bay who have both had a long history of serving those communities. The Board of Directors has determined that it wants to expand programs and services across Northeastern Ontario in collaboration with community partners, as well as further collaboration with YMCAs in the region. The Board seeks a visionary and entrepreneurial minded CEO who can bring the necessary energy, competencies, and drive to achieve the Y's vision, and who will support a regional dialogue that has at its core a desire to accelerate the conditions that may lead to the unification of YMCAs in this part of Ontario.

The Association has an operating budget of approximately \$17 million and serves approximately 35,000 people of all abilities, backgrounds, and stages of life. It is a growing multi-service Association that offers health, fitness, and aquatics through two major branches, licensed child care, day camping, overnight camping, employment and immigrant settlement services, community support services, and international programs. The Association is linked to other Associations through the YMCA Canada Federation Network, is an active AYA (*Accelerating YMCA Amalgamations*) participant with partners in the Sault, Timmins and Simcoe/Muskoka, and supports initiatives intended to help position the YMCA for a sustainable future across this region of Ontario. The YMCA of Northeastern Ontario also offers a comprehensive employee benefits program including participation in the Canadian YMCA Retirement Fund.

Nature and Scope:

The stage is set for an aspiring and energetic leader with a strong ability to sustain reputation and relationships, put sound business practices, operational excellence, and brand to work as he or she collaborates with regional partners to extend services to the community, strengthens the philanthropic foundation and deepens the awareness of the role of the Association as a leading community charity.

The Association is ready to develop its next strategic plan and the Board awaits an experienced and dedicated professional to lead Association staff and volunteers in its development and implementation, including the potential for a major capital campaign. The Association will also require the individual to be an experienced operator to ensure targets are achieved to support the work of the whole Association. In addition, this individual will have experience in change management and is excited by the prospects of a challenging situation in an environment of diverse priorities, a mixed economy challenged by a tight labour market and socio-economic disparity.

It is expected that this unique situation will challenge this leader to grow and sustain the organization's financial, participant and philanthropic base within a strong community with the resources to embrace a robust vision for the future. This may include further leadership and integration of YMCA facilities, operations and resources with its partner YMCAs across Northern Ontario.

Qualifications

The ideal candidate will demonstrate a strong knowledge of the YMCA, programs and services, a reasonable knowledge of the charitable not-for-profit sector as a whole, and ideally knowledge of the major communities in Northern Ontario. He or she will have demonstrated successful leadership, human resources management, financial management, and program operations management with a significant degree of impact, and will ideally have worked successfully with volunteer boards, and multiple stakeholders. A dedicated driver of operational excellence, he or she embodies an entrepreneurial spirit and has demonstrated success in strategic planning, philanthropy, fund-raising and capital development will be seen as fundamental assets.

The successful candidate will also have experience in developing a strong workplace culture that engages employees at all levels of the organization. A focus on community impact will also be critical to each Association's continued success. This is an excellent opportunity for a strategic and results-oriented leader with a minimum of 10-years management experience in a small to mid-sized YMCA, a complex not-for-profit, a private corporation or public sector organization.

A complete job description is available at <http://ymcanortheasternontario.ca/> Interested candidates are invited to forward their resume along with a covering letter in strict confidence by **Friday, November 9th** to:

CEO Search Committee - YMCA of Northeastern Ontario

Email: workformca@ymcagta.org

To the Attention of: Jim Janzen, Senior Vice-President, YMCA Ontario

YMCA Ontario Regional Development Centre

2200 Yonge Street, Suite 300

Toronto, ON, M4S 2C6

Candidates should note:

- offers of employment are contingent upon the completion of a satisfactory Police Records Check that includes a vulnerable sector screen, in addition to the completion of a satisfactory professional Reference Check;
- if contacted for an interview and you require a disability-related accommodation in order to participate in the recruitment process, please advise the CEO Search Committee;
- YMCA of Northeastern Ontario is an equal opportunity employer that is dedicated to maintaining a fair and equitable work environment. All of our employees and job applicants will be promoted or employed solely on the basis of their abilities and qualifications.