



YMCA of Cape Breton

POSITION POSTING:

CEO

July 2021

Anticipated Placement: October 2021

The YMCA of Cape Breton (YCB) is seeking a strategic and visionary CEO with a proven track record of senior management and operational excellence. Inspire an organization to lead and collaborate with partners across the Cape Breton region to make a difference in the lives of individuals and in the health of local communities. *This position profile reflects the needs of the organization as it responds to the shifting priorities created by the COVID-19 pandemic.*

About our Association:

The YMCA of Cape Breton is one of the largest charities in Nova Scotia and a member of one of the most recognized organizations in the world. Its mission is to build a healthy and caring community by creating opportunities for all people to achieve personal growth in spirit, mind and body. Through building connections with people at all ages and stages of their lives – as well as the broader community – the YMCA of Cape Breton serves over 10 000 people annually. Programs and services focus on addressing economic, health and social issues, these include: health, fitness and aquatics; licensed child care; employment programs (Nova Scotia Works); youth programming and related community services. The YMCA occupies 8 program sites across the Cape Breton region.

The YCB is a member association within the federation of Y's that form YMCA Canada. Through this relationship the YCB is connected to YMCA Canada's Strategic Plan; *Plan Y Expedition and the National Pandemic Bridging Strategy*

The YMCA of Cape Breton offers a great workplace culture achieved through an environment that embraces diversity and social inclusion, values differences, celebrates achievements and supports full participation by all employees. The YCB provides 109 employees with meaningful jobs and the opportunity to make a difference in the lives of individuals and the health of those within our communities.

Cape Breton – Unama'ki is one of seven ancestral and unceded territories of the Mi'kmaq people and is home to five of the thirteen Mi'kmaq communities within Nova Scotia. Mi'kmaq culture and traditions are a vital presence in Unama'ki. Cape Breton's Acadian, African Nova Scotian, Gaelic and Lebanese communities – among many others – have added to the rich culture and diversity of the island.

Kilometres of coastline, breathtaking landscapes and rich culture are just a few of the many ways Cape Breton draws people in. Cape Breton's dominant industries include: fishing; administrative services; civil and heavy engineering construction; primary and long-term care; manufacturing; professional, scientific and technical services; water transportation and tourism. Approximately 20% of the population is made up of low-income households and the population is aging with a median age of 48. Over the past 20 years the population has declined, however in recent years the pace of population decline has significantly slowed. There is a renewed sense of optimism in the Cape Breton region and in the Sydney area specifically – largely thanks to the thriving international student body at Cape Breton University. The region is looking to attract new people and new opportunities to breathe fresh life into an area with plenty of potential. Important infrastructure opportunities

are emerging and interest is growing in traditional industries like fishing and tourism.

Nature and Scope:

Reporting directly to the Board of Directors, the new CEO will: enthusiastically serve a team of 109 staff, over 100 volunteers and a donor community; oversee the operations of core businesses and an operating budget of \$6 Million (2021); model, embrace and embody the values of the YMCA of Cape Breton and inspire, engage and lead YMCA internal and external stakeholders with a clear response to the challenges presented by the Covid-19 pandemic.

The successful candidate will be a visionary leader. They will develop and implement the YMCA's new strategic plan and guide our organizations' continued crisis recovery efforts work to establish viable management agreements and partnerships that support the Y's operational systems post-pandemic. The new leader will have a passion for the YMCA's mission and will ensure the YMCA of Cape Breton emerges as a key community agency that contributes to improving the health of residents and the overall vitality of the region.

The ideal candidate will have:

- ➔ Experience in organizational relevance in order to lead the development of the association's new strategic plan as well as an integrated philanthropic case for support for the YMCA
- ➔ Financial acumen that will inform a financially viable model for the Frank Rudderham facility in Sydney
- ➔ Knowledge of best-practices in organizational structure to optimize existing internal resources to ensure strong delivery-models that will contribute to the achievement of strategic priorities

Qualifications:

The successful candidate's experience will be either as a senior executive or a senior leader of a YMCA, a large public or private company or complex not-for-profit organization. The CEO will be a values-driven, community builder with financial acumen and a commitment to diversity and social inclusion. They will have knowledge of business, operations, brand and fundraising. With the ability to create opportunities for the YMCA, they will effectively cultivate and develop key relationships and alliances with all levels of government and a network of community organizations, corporations and foundations, significantly raising the profile of the association. They will act as a policy advocate and thought leader on the association's behalf, facilitating the YMCA's meaningful impact while managing operational adjustments due to the pandemic.

To Apply:

The application period is open through to **August 2nd at 5:00pm Atlantic time**. Applicants are invited to apply electronically. To do so, please contact:

The Selection Committee - YMCA of Cape Breton

To the Attention of Jim Janzen, Senior Vice-President, YMCA Regional Development Centre - c/o Natalie Sie, YMCA Ontario via natalie.sie@ymcagta.org

Candidates should note that 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 satisfactory professional Reference Checks. The YMCA of Cape Breton values the diversity of people and communities and is committed to excellence and inclusion in our Association. The YMCA is committed to an environment that is barrier free. If you require accommodation during the hiring process, please inform us in advance to arrange reasonable and appropriate accommodation.