

Position Description for CEO, YMCA of Exploits Valley

Placement date: October 2024

Compensation: Salary \$87k-\$105k commensurate with experience + pension & benefits.

About the Role and Our YMCA

Are you a visionary leader with a passion for driving change and igniting potential in others? The YMCA of Exploits Valley seeks a mission-driven CEO who will be at the forefront of reinvigorating our YMCA, leveraging your skills to unlock its full potential along side our dedicated stakeholders: members, volunteers, community partners, and staff to ensure the continued growth and vibrancy of our YMCA in Central Newfoundland.

Since our founding in 1978, the YMCA of Exploits Valley has been a cornerstone of community support and development, enhancing the lives of children and families through our wide range of impactful programs. Whether nurturing early childhood developing at our childcare, or offering spaces for family connection and play, or providing housing in our community, our YMCA is committed to building a brighter future for everyone we serve.

As CEO, you will report to the Board of Directors and oversee a talented team of Senior managers, guiding operational excellence, enhancing program effectiveness, and expanding our impact. Your role will be pivotal in representing the YMCA within the community, strengthening and expanding relationships with key stakeholders. You will be instrumental in securing new opportunities to make a positive impact on the lives of people across Central Newfoundland, including communities like Twillingate, Glovertown, and Fogo Island.

In joining our YMCA, you will be part of a national Federation and global movement of YMCAs, who work with one another to build strength across all our communities.

Your leadership will inspire engagement and collaboration throughout the YMCA, fostering a culture of growth, innovation, and inclusivity. By mobilizing and leading our senior management team, you will drive effective change management and developmental leadership, ensuring that our YMCA continues to thrive and expand its reach.

If you are ready to lead with purpose, inspire change, and make a lasting difference in the lives of individuals and families in Central Newfoundland, we invite you to join us as the next CEO of the YMCA of Exploits Valley. Together, we can build a stronger, healthier, and more connected community.



Core Responsibilities

Governance and Strategy

- Participates with the Board of Directors in developing a vision and strategic plan to guide the organization.
- In coordination with the Senior Management Team, develops and oversees the implementation of an annual operational plan to support the achievement of goals and objectives of the strategic plan.
- Together with the Board Chair and members of the Board of Directors, ensures that governance structures, processes and policies are effective and consistent with best practices.

People and Culture Leadership

- Cultivates a positive, empowering and inclusive work environment for all staff.
- Applies training, coaching and evaluation best practices to a Senior Management Team, creating champions of the organizational culture that drives high performance, and supports continuous employee development.
- Proactively observes, analyzes, and evaluates the organizational structure and staffing needs for optimal management and program delivery, considering robust succession management that supports operational continuity and reflects a commitment to our communities.

Community Relationships

- Establishes good working relationships and collaborative arrangements with community groups, funders, government, and other organizations to help achieve the goals of the organization.
- Uses a network to identify opportunities, trends; seeks input to problems and to strengthen or continuously improve the YMCA's reputation in the community.
- Utilizes storytelling to convey the YMCA impact to the communities we serve, creating sustainable relationships that support philanthropic campaigns

Operational Effectiveness

- Ensures that the operations of the YMCA positively contribute to realization of the mission, vision, values and finances and reflect the priorities of the Board of Directors and meet the expectations of stakeholders
- Actively identifies, monitors and evaluates risk throughout the entire operations and, with the Board, develops an enterprise risk management strategy and reporting.
- Stewards the Association to ensure it is meeting all its obligations for the operation of a provincially incorporated society, including its obligations to employees, funders and donors.

Financial Planning and Management

- Assumes responsibility for maintaining the fiscal integrity of the YMCA by submitting to the Board of Directors a proposed annual budget and monthly and annual financial statements which accurately reflect its financial condition and tracks performance against budget.
- Works with the Board of Directors to secure adequate funding year-on-year to sustain the financial viability of the YMCA; (re)negotiates agreements with funders that provide clarity of responsibilities and activities and long-term stability for the YMCA.
- Identifies and develops alternative funding streams and additional sources of revenue that will support the long-term financial sustainability of the YMCA.

Qualifications

- 5-10 years in a multi-faceted senior leadership role
- Post-secondary education in business, management, leadership, finance, or a related field, or equivalent experience
- Confident and experienced people leader, skilled in developing, mentoring, and leading cohesive and high-performing leadership teams
- Energetic and community-minded collaborator, dedicated to fostering strong, impactful relationships
- In-depth understanding of the role of not-for-profit and charitable organizations and of relationships between boards and their committees
- Ability to set and clearly articulate a vision, develop and implement strategic plans, and translate strategic visions to operational activities
- Compelling communicator with public relations experience, with exceptional ability to cultivate and maintain strong relationships with stakeholders
- Forward thinking leader with a proactive approach, can-do attitude, and entrepreneurial spirit
- Strong financial acumen with a deep understanding of organizational financials to drive profitability and financial sustainability
- YMCA advocate, with demonstrated alignment to mission

Applications

Interested candidates are invited to forward their resume along with a covering letter in strict confidence to: CEO Search Committee c/o Anna Barnes, VP Atlantic YMCA Regional Development Centre @ anna.barnes@halifax.ymca.ca. Approaches for more information and a conversation are welcomed. Resumes will be accepted until July 29.



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 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. We thank all applicants for their interest; however only those selected for an interview will be contacted.