



## President and Chief Executive Officer

Compassion Canada, an international child development organization located in London Ontario, is seeking an individual for the role of President and Chief Executive Officer (CEO). The President and CEO of Compassion Canada is appointed and given charge by the Board of Directors to provide overall leadership, direction and accountability of the organization. He/she will also provide spiritual vision and direction to the leadership team and the organization as a whole. The President and CEO will be the key ambassador and face for Compassion Canada, representing the organization on all levels locally, nationally, and globally. Within the broader context, the President and CEO will network with various corporations and organizations, seeking to further Compassion's aims and objectives.

<b>Position:</b>	<b>President and Chief Executive Officer</b>
<b>Salary:</b>	<b>TBD</b>
<b>Location:</b>	<b>London, Ontario</b>

### Skills & Qualifications Required:

- Strong intellectual capability, typically evidenced by a post-secondary degree or equivalent education or professional qualification
- Maintains a personal relationship with Jesus Christ and has the ability to put a strong Christian faith into action in an organizational context
- Experience in managing significant financial and complex human resources matters.
- Experience collaborating and maintaining partnerships
- Highly effective interpersonal skills with ability to successfully work with various audiences including (but not exclusive to) staff, leadership team, Board of Directors, sponsors, donors, global partners and various committees
- Practical experience in operational child development and community development in the developing world
- Understanding of, and extensive interface with, evangelical leaders and influencers in Canada
- A consistent and successful track record of management of resources (finances, people, facilities) on a relevant scale.

### Essential Job Responsibilities and Key Duties

The dimensions and limits of authority for the role indicate that the President and CEO has responsibility for all of Compassion Canada's activities under the Board's delegated authority and oversees the implementation of the Board's agreed strategies and policies. In addition, the President and CEO has staff management responsibility for all Canadian and Canadian Based international staff, and budget responsibility for all Canadian and Canadian Based international staff.

- Actively manage/sustain a transparent relationship with the Board; ensure Board members are informed of significant matters affecting Compassion Canada.
- Organizational leadership and management

- Spiritual leadership
- Team leader of the Executive Leadership Team
- Corporate spokesperson / Advocacy
- Corporate networking
- Willingness and ability to travel frequently

### **Information You Must Provide**

- Your resume  
A covering letter in 2,500 words (maximum). Candidates must clearly demonstrate in their cover letter how they meet each of the items listed under the section "Skills & Qualifications Required", including concrete examples and results they have achieved.  
Resumes will be used to validate the experience and education listed in the cover letter.  
Failure to provide sufficient information will result in the candidate being screened out
- Contact information for three references

### **The following may be assessed at a later date**

- Key Leadership Competencies:
  - Creating vision and strategy
  - Mobilizing people
  - Upholding integrity and respect
  - Collaborating with partners and stakeholders
  - Promoting innovation and guiding change
  - Achieving results
- Experience in designing, managing and evaluating a not-for-profit operation
- Knowledge of the trends in holistic child development
- Knowledge of governance and decision-making processes within the not-for-profit sector, including the policy board governance model
- Proven results using diplomacy and consensus-building

### **Other Information**

- You must provide proof of your education credentials upon request

**Deadline for resumes: 8 September, 2017 – 11:59PM Eastern Standard Time**

**Applicants should forward their resume to: [CEO\\_Application@Compassion.ca](mailto:CEO_Application@Compassion.ca) with the subject line: *CEO Application***

*Acknowledgment of receipt of applications will not be sent and while we appreciate all applications for employment, we will only contact those applicants invited for an interview.*

**Please note, we will accommodate the needs of persons with disabilities in our hiring process. Should you require an accommodation during the hiring process or for this application, please contact Compassion Canada via email at [Careers@Compassion.ca](mailto:Careers@Compassion.ca) or call Human Resources at (519)668-0224.**