



CHIEF EXECUTIVE OFFICER

OPPORTUNITY BRIEF



YELLOWHEAD
COMMUNITY SERVICES

This search is being conducted by Realize Strategies.
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LEADERSHIP OPPORTUNITY

Yellowhead Community Services Society (YCS) is seeking an innovative, entrepreneurial, **Chief Executive Officer (CEO)** with exceptional strategic, managerial, and community engagement skills to lead the agency through its next phase of growth and development. The CEO works from Clearwater and across the Thompson-Cariboo-Gold Rush regions of BC. This is an exciting opportunity to lead a unique community social services agency that has evolved to become one of the top 5 employers in the region and a leader in community economic development and social impact.

The CEO contributes to YCS' long-term vision and provides overall leadership to advance the organization's strategic and operational direction, workplace culture, and community relations. The CEO is responsible for the day-to-day operations of YCS: managing employees, programs, social enterprises, and community development initiatives. As a high-profile community leader, the CEO advocates to stakeholders, governments, funders, partners, and the media to advance the organization's vision, mission, and strategic priorities. The CEO is responsible for developing external partnerships, innovative programs, and community development opportunities, and implementing strategic initiatives as directed by the Board. The CEO's leadership contributes to strengthening the fabric of communities across the Thompson-Cariboo-Gold Rush regions.





ORGANIZATIONAL PROFILE

Founded in 1989, YCS is based in beautiful Clearwater, BC, and serves communities across the Thompson-Cariboo-Gold Rush regions through offices in Barriere, Ashcroft, and Lillooet.

YCS is a purpose driven, dynamic, and unique non-profit society that provides services to rural communities in the Thompson-Cariboo-Gold Trail regions of British Columbia. YCS is truly a unique agency as is evident in the diverse and wide-ranging services it delivers which include: Child and Family Services; CLBC Programs; Mental Health/Substance Use; Employment Services (Work BC); Women's Services; Transit Systems; Licensed Daycares; ECD Programs; Literacy and Education Programs; Housing; Management of a Medical-Wellness Clinic; Seniors Services; Community Center Operation; and the Village of Lytton Recovery Initiative.

YCS is CARF accredited and a member in good standing with a wide range of provincial organizations: CSSEA; FCSSBC; Realize Strategies; EVA; BCNPHA; ASPECT; BC Society of Transition Houses Society.

YCS has a budget of \$5 million and 100 part-time and full-time employees in 4 communities and 6 locations.

MISSION

Providing services through collaboration, leadership and innovation that create positive change and contribute to a healthy community.

VISION

A healthy community where everyone thrives.



VALUES

- **Respectful**

- We respect the uniqueness of the individuals we serve, including their values, beliefs, cultural heritage and potential growth and development.
- We respect, honour and uphold the rights of others.

- **Collaborative**

- Our practice emphasizes partnerships with the individuals we serve, their families and support networks, and the community including other community services providers.

- **Caring**

- We provide services that are caring, supportive, and strive to enhance the dignity of the individuals we serve.
- We promote and help to ensure the health, safety and well-being of the individuals we serve, their families and support networks, and the communities they live in.

- **Accountable**

- We are committed to competent and accountable practices that are both ethical and responsible.
- We have a commitment to professional and organizational excellence through an accountable, transparent and results oriented approach to delivering services.



Source: Clearwater Times





PEOPLE & CULTURE

YCS fosters and is proud of its healthy work culture that promotes work-family life balance, autonomy, and decision-making, and offers competitive compensation as part of its 'living wage policy'.

YCS promotes and funds training and educational opportunities for its staff to improve the organization's service delivery and outcomes and support staff growth and development.

YCS promotes diversity and inclusiveness in both its values and practices. In particular, YCS promotes and collaborates with Indigenous partners and the First Nations community of Simpcw.

In addition to its Mission and Values, YCS embraces the concepts of: Continuity, Sustainability, and Readiness in its efforts to address the needs of communities, individuals, and families.

To learn more about YCS, watch [this video](#) about the history of the organization.

WHY WORK FOR YELLOWHEAD COMMUNITY SERVICES?

YCS has grown from its origins as a local community services agency to become a dynamic community and social development enterprise serving the needs of one of the most spectacular regions of British Columbia. YCS is a can-do organization that embraces the opportunity to be a leader in addressing some of the most challenging issues facing the Thompson-Cariboo-Gold Rush regions, from access to affordable housing and inter-regional transit services, to the provision of sustainable medical and wellness services. Most recently, YCS was engaged by the Government of British Columbia to help lead the recovery initiative for the Village of Lytton.

This is an outstanding opportunity for an energetic, visionary social entrepreneur to lead, grow, and diversify YCS and contribute to its well-deserved reputation for making a difference across the Thompson-Cariboo-Gold Rush regions of BC.





Source: Jaime Polmateer

POSITION RESPONSIBILITIES

YCS' business is multi-faceted, encompassing the operations of a multi-service community agency, management of the medical wellness clinic, a housing portfolio, and a range of community economic development initiatives. This is a pivotal leadership position in the organization, requiring a broad base of strategic and executive management skills, abilities, and experience in a comparable organizational environment.

Reporting to a 7-member Board of Directors, the CEO is accountable for the following:

- Overall strategic leadership and day-to-day operational management of all aspects of the organization.
- Formulating short and long-term strategic and tactical plans to realize the organization's strategic and operational goals.
- Building community and strategic partnerships and acting as the organization's principal spokesperson and community ambassador, in order to advance YCS' vision, mission, and mandate.
- Advancing a positive workplace culture that is consistent with the organization's vision, mission, and values.
- Creating and sustaining a culture of social entrepreneurship, calculated risk-taking, financial sustainability, and abundant concern for social and economic health and well-being of the people and communities served by YCS.
- Building and maintaining a professional and collaborative relationship with the volunteer Board of Directors.

Please review the [Job Description](#) for the full list of duties and accountabilities.





OPPORTUNITIES AND CHALLENGES

The Board has identified a few of the key challenges and opportunities for the new Executive Director:

- Complete development of Multi-Unit Housing Project
- Maintain current programs under review by MCFD that could be centralized
- Oversee the redevelopment of the YCS Health Center
- Support the potential new housing development and service expansion into Lytton to aid in their recovery process.

REPORTING RELATIONSHIP

Direct Reports: The CEO currently has 3 direct reports (Manager of Operations, Manager of Finance, and Manager of Programs)

CANDIDATE PROFILE

The ideal candidate is an innovative and entrepreneurial non-profit leader with exceptional strategic, managerial, and community engagement skills and a passion for creating long-lasting community and social impact. The successful candidate has exceptional people and business leadership skills, and they are accomplished at leveraging them to build and direct the work of a team of committed professionals in a dynamic organizational environment. The ideal CEO is able to effectively build and maintain relationships with a diverse group of external stakeholders, corporations, and non-profit organizations to ensure community needs are met.

The ideal candidate will have considerable experience leading non-profit or social enterprise organizations. Prior experience and/or familiarity with community economic development, Indigenous relations and reconciliation, and the operations of local government would be assets. The ideal CEO is a hands-on doer who is constantly looking at opportunities to leverage the capabilities of YCS to address pressing community needs across the Thompson-Cariboo-Gold Rush regions.



PERSONAL CHARACTERISTICS

- Professional, personable, and approachable.
- Emotionally intelligent, compassionate, and people-oriented.
- Inspiring, empowering, and flexible leadership style.
- Strong relationship building and communications skills.
- Compelling and interactive style of fundraising.
- Flexible and able to adapt to different people and situations.
- Diplomatic, trustworthy, and leads by example.
- Mission-driven and embraces a spirit of community development.
- Entrepreneurial self-starter who is strategic and results-oriented.
- Politically savvy and astute.
- Able to identify and manage diverse interests while meeting the needs of the organization.
- Patient and active listener.
- Transparent and collaborative.
- Innovative and bold in their approach to navigating growth.
- Creative and able to appreciate creativity in others.
- Interested in continuous growth and development.

QUALIFICATIONS

EDUCATION, KNOWLEDGE, AND EXPERIENCE

- A Bachelor's degree or combination of relevant experience and education.
- At least 7 to 10 years of management and leadership experience, preferably in a non-profit or social enterprise.
- Experience in the development and operations of community social services programs and social enterprises, community economic development, and stakeholder relationship development.
- Experience working with First Nations communities is an asset.
- Experience working with funders and community partners.
- Experience implementing strategic initiatives with clear, prescribed outcomes.
- Experience working with a Board of Directors.



QUALIFICATIONS (CONTINUED)

SKILLS AND COMPETENCIES

- Strong change management skills and ability to help grow an organization.
- Strong people management skills and experience with all aspects of Human Resource management, including the recruitment, orientation, and recognition of employees and a volunteer workforce.
- Strong relationship building skills and experience working collaboratively and effectively with community stakeholders, government agencies, corporate sponsors, and community organizations.
- The ability to identify opportunities and build programs that enhance the quality of life and well-being of the people and communities served by YCS.
- Strong financial management skills.
- An entrepreneurial mindset and business acumen in the context of a dynamic non-profit organization.
- Ability to work collaboratively and effectively with a Board of Directors and committees.
- Creativity and the ability to work with a management team is essential.
- A strong desire to support and work in a rural community.
- Excellent verbal and written communication skills.
- Proficient with standard office software and technology (Microsoft Office suite and web-based data management programs)

OTHER REQUIREMENTS

- Must possess a valid Class 5 Driver's Licence and a vehicle insured for work purposes, as travel to other locations within the service region is required.
- Must consent to a Criminal Record Check as required.
- Must be legally entitled to work in Canada.



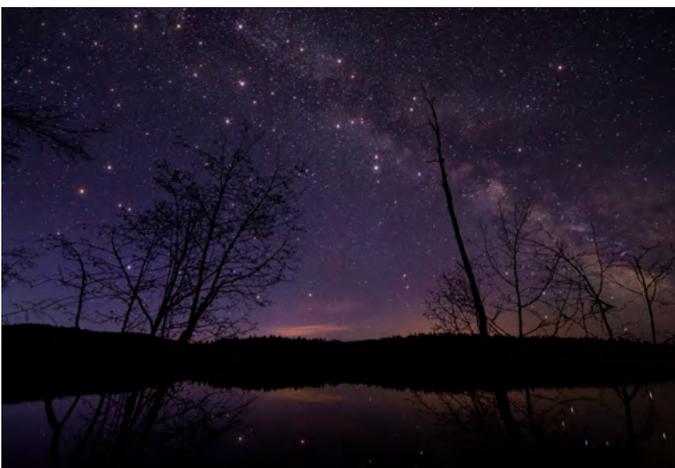
LOCATION PROFILE

The CEO position is based in Clearwater in the North Thomson region of BC.

Clearwater is the gateway to Wells Grey Provincial Park, the 4th largest wilderness park in BC. The park, encompassing 5,250km², features 6 major lakes and 39 waterfalls including Canada's fourth largest, Helmcken Falls. The surrounding region is home to abundant hiking, fishing, recreational boating, canoeing, mountain biking, cross-country and downhill skiing, and other backcountry recreational opportunities.

Clearwater is one of BC's most affordable and friendly communities, with many families drawn to the region for its exceptional quality of life and excellent services in a spectacular setting.

Watch [this video](#) to see and experience more of what Clearwater has to offer.



WORKING CONDITIONS

This is a full-time, salaried position based in Clearwater, BC. Travel within the service area across the Thompson-Cariboo-Gold Rush regions is required. Evening and weekend work are occasionally required.

The Executive Director position receives a comprehensive compensation package that includes a hiring range of \$95,000 to \$107,500 (in line with the CSSEA CEO guidelines), extended health benefits, and additional benefits including cell phone, CEO allowance, mileage, competitive vacation package and RRSP program, and professional development allowance.





HOW TO APPLY

This search is conducted by Realize Strategies. To apply, please submit your cover letter and resume in one PDF document to realizestrategies.ca/opportunities/yics-chief-executive-officer.

For more information about this position, including a full role description, please visit realizestrategies.ca/opportunities or contact John Kay or Gillian Harper at **604.718.8292**.

Applications should be submitted by **July 17th, 2022**; however, early applications are recommended as we will be interviewing candidates on a rolling basis. All applications will be kept in strict confidence.

Yellowhead Community Services strives for meaningful employment from all communities and for its team to reflect the diversity of the communities it serves. First Nations, people of colour, and people across spectrums of gender, sexuality, age, and abilities are encouraged to apply.

*Yellowhead Community Services thanks
all applicants for their interest in this position*

ABOUT REALIZE STRATEGIES

Realize Strategies is a leader in executive search services for purpose-driven organizations with over 15 years of experience in securing high performing talent for mature, early stage and growing organizations. Since our founding in 1998, our services have grown to include executive talent acquisition, leadership alignment and development, organizational development, and business model innovation. Our team of in-house consultants have deep experience in their respective fields and are dedicated to the long-term success of our clients. Realize Strategies is a Certified B Corporation and 5-time consecutive winner of the B Corporation Best of the World award for our overall impact in the communities we serve.

