



Chief Executive Officer – Vancouver Aboriginal Child and Family Services Society

Organization Website	Posting Date	Location	Salary Range (CAD)	Applications
vacfss.com	October, 2025	Vancouver, BC	\$175,000 - \$206,000	info@hwest.ca

Organizational Profile

Situated on the unceded and occupied territories of the Coast Salish Peoples, including the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and Sel̓ilwílth (Tsleil-Waututh) nations, the Vancouver Aboriginal Child and Family Services Society (VACFSS) is a leader in delivering culturally grounded, restorative family services to urban Indigenous families within the City of Vancouver. VACFSS offer a full spectrum of services encompassing Family Preservation and Reunification, Guardianship, Child Safety, and Resources.

About the Role

Reporting directly to the Board, and serving Vancouver, the Chief Executive Officer (CEO) is responsible for overseeing the planning, development, administration, communication, delivery, and evaluation of all programs and operations consistent with Board approved policies, goals, and objectives in accordance with financial, statutory, and other requirements.

The CEO position is designed to provide effective leadership in conducting the strategic priorities and operational plans of the organization, to ensure that Indigenous children, youth and families have access to a continuum of services that foster family preservation while promoting the health and well-being of children. The CEO ensures that Indigenous core cultural competencies are integrated and prioritized within policy and practice, and that a high standard of effective and quality service delivery is provided to Indigenous children, youth, and their families with a commitment to valuing Indigenous identity and restorative practices. The CEO also champions a workplace culture that actively promotes anti-racism, fostering inclusion and equity through policy, practice, and leadership accountability. The CEO has a functional relationship with the Ministry of Child and Family Development in terms of legislative, fiscal, and operational reporting requirements, contract obligations, and service accountabilities. The CEO tracks, responds, and navigates areas of risk management including issues requiring legal and/or related administrative response.

This is an integral opportunity for a CEO who leads with cultural humility, agility, and deep respect for the diverse Indigenous protocols and perspectives. The successful candidate will have deep awareness of the significance of cultural protocols when working with Indigenous families, Nations, and communities. The CEO will understand the historical and contemporary realities of Indigenous peoples in Canada and support the reclaiming of cultural practices that are essential to decolonization and promote healing.

It is expected that the position will be hired at \$175,000- \$206,000, supplemented by a competitive total compensation package. This position is open to all qualified candidates meeting the education and experience requirements; however, preference will be given to qualified Indigenous (First Nation, Metis or Inuit) candidates as per Section 42 of the BC Human Rights Code.

Contact Details

Should you be interested in learning more about this unique opportunity with the Vancouver Aboriginal Child and Family Services Society, please contact Harbour West Consulting at 604- 998-4032 or forward your resume, a letter of introduction and the names and contact information for three references in confidence to info@hwest.ca.

Diversity, Equity, Inclusion + Accessibility: Harbour West Consulting believe that equity, diversity, inclusion, and accessibility are essential for the organizations we serve to achieve organizational goals they strive for. We believe that everyone - no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to jobs and opportunities. We strive to ensure the recruitment process unfolds in a fair, transparent, timely and open manner to include individuals previously underrepresented or discouraged from participating.