



Big Brothers Big Sisters of Halton and Hamilton

Executive Director

Who We Are:

Many children and youth in Canada struggle with societal barriers and face adversities in their lives like detrimental living conditions, family violence, risk factors for mental health, school issues and identity challenges. These circumstances have nothing to do with the value of who they are or who they can become, but because of these situations, children and youth risk not having the opportunity to live up to their full potential. Even worse is the possibility of continuing cycles of poverty and crime or developing mental health issues. This comes at a cost to the young person, and to society. With the guidance and support of a mentor, these risks can be reduced or even avoided, and youth are reminded they can be anything they dream of being. As a society, we are going through extraordinary times, the impact being felt even more acutely by the community we serve, and will continue to serve as we all come through the other side.

Big Brothers Big Sisters of Halton and Hamilton (MentorsForKids.ca) is part of a National Federation comprised of 108 member agencies servicing more than 1,100 communities across the country. This year alone Big Brothers Big Sisters impacted over 40,000 youth in over 1,100 communities across Canada. Providing life changing mentoring experiences since 1912, Big Brothers Big Sisters was named One of Financial Post's Top 25 Charities in 2016. In our Halton and Hamilton communities, over 2,700 children and youth will be served by this year's end.

Position Summary:

Big Brothers Big Sisters of Halton and Hamilton (BBBSHH) is seeking an Executive Director to lead the strategy, team, and operations of our multi-site agency. Reporting to the Board of our newly merged entity, the Executive Director will work closely with our dedicated and passionate volunteer leaders and staff members to push forward on key strategic objectives.

Like many not for profit organizations, we are facing significant change in our environment. For BBBSHH, our 'new' reality includes increasing societal needs for youth mentoring, challenges in attracting sufficient mentors to meet demand, changing service delivery models and changes in the funding models of some supporters. We recognize that many of these trends represent headwinds that will require us to focus our efforts differently in the future.

The Successful Candidate:

As we look forward, the Board is seeking an Executive Director who has the skills, experience, and mindset to position BBBSHH for sustainable growth in services delivered and in revenues over the coming years, while maintaining the excellent programs for which we are known.

This will include:

1. Building a singular and cohesive organization and culture, while at the same time capturing and implementing efficiencies available due to the recent merger
2. Securing additional stable revenue from funding partners, and growing individual giving
3. Growing the volunteer mentor base

The successful candidate will also have had demonstrated success in program, financial, human resource and risk management.

A strategic thinker and inspirational leader, the successful candidate will be excited and energized about the prospect of driving BBBSHH to new levels of success in a changing environment.

How to Apply:

Interested candidates are asked to submit their *curriculum vitae* and salary expectations to the attention of the Board Chair at BoardChairBBBSHH@gmail.com prior to April 25, 2020.

We thank all applicants for their interest. Only those candidates whose skills and experience best match the requirements of the position will be contacted.