



Rideauwood opened in 1976 with funding to provide four programs and services to approximately 450 clients each year. More than 45 years later, Rideauwood now offers over fifteen programs for clients including youth and young adults, adults, families, parents and support persons. We are leaders in harm reduction-based counselling and adapting to meet the needs of clients at all points of the spectrum use.

All Rideauwood programs are based on evidence-based best practices, including understanding substance use through a trauma-informed lens, with adaptability and collaboration in mind. Consistently high levels of client satisfaction and dedicated, passionate staff ensure that we continually evolve our services and client experience to meet emerging needs.

We actively search for funding sources as well as strategic partnerships that allow us to expand our service offering for clients in need of support.

WE'RE HIRING!

Executive Director

We're searching for a strategic thinker, who is comfortable with working in the grey and leading by example. An empathetic, intuitive, non-profit leader (ideally with healthcare industry experience), who has strong business acumen to lead the charge through the next chapter of development is an ideal profile for this role. It would be great if you have led strategic change initiatives and a bonus if you have additional language skills, and/or union experience.

This role is an incredible opportunity to help shape the go-forward strategy of a caring health and community-based organization giving back to clients, and their families, and the community at large.

Our Culture:

We pride ourselves in creating and maintaining a caring, compassionate environment focused on quality, continuous improvement, and comprehensive service delivery. Team members feel safe to share ideas and to contribute their best work in this transparent and collaborative team, while all driving to the same destination. A strong leadership team is in place - ready to welcome and support the new ED.

Your Challenge:

- Develop and implement strategic plans, and partner with the board of directors, to advance the organization's mission and objectives.
- Develop and implement strategies to capitalize on new opportunities that align with the organization's strategic goals, working closely with the board of directors and key stakeholders.
- Lead the assessment of new opportunities, including conducting feasibility studies, analyzing market trends, and evaluating financial sustainability.
- Lead change management, for the best outcome of the people and organization.
- Oversee the organization's operations, including financial management and program development.
- Provide overall leadership and supervision to employees and volunteers.
- Build and maintain relationships with key stakeholders, including donors, partners, and community members.
- Represent the organization to the public, media, and government agencies.
- Ensure compliance with legal and regulatory requirements.

Your Profile:

- Bachelor's degree in business administration, non-profit management, or related field; Master's degree preferred.
- Minimum of 5-10 years of experience in a leadership role within the non-profit sector, with a proven track record of assessing and capitalizing on new business opportunities.
- Strong understanding of non-profit financial management, including budgeting, financial planning, and grant management.
- Excellent communication and interpersonal skills, with the ability to build relationships and influence stakeholders.
- Strategic thinker with the ability to develop and implement long-term plans that align with the organization's mission and goals.
- Experience working with diverse teams and communities.

A Bonus:

- Knowledge of relevant legal and regulatory environment, and requirements.
- Experience working in addictions and/or mental health field.

HOW TO APPLY?

Please send your resume to Kirsten Gallacher-Paquette at 'kirsten@connect-associates.com'. Thank you for taking the time to apply for this critical role with the organization. Only candidates proceeding to the next phase of the application process will be contacted. We encourage you to connect with us on LinkedIn, even if this wasn't the opportunity for you, the next one may be!

Rideauwood is dedicated to cultivating a diverse and inclusive internal community of employees, similar to the external public communities that we serve. We welcome and encourage applications from all backgrounds, including but not limited to: Black persons, racialized individuals, Indigenous (first nations,

Métis , Inuit) peoples, persons with disabilities, women, and equity deserving groups (including the 2SLGBQ+ community).

In support of our mission to support people's individual needs, our caring team of professionals is pleased to ensure accessibility and to provide accommodations during all stages of our selection process. Please feel welcome to request further information regarding accommodations or to let us know how best we can support you. We are proud of the care and respect we provide to all people, internally and externally of our organization.