



Chief Executive Officer (CEO)

The Humane Society of Kitchener Waterloo Humane Society & Stratford-Perth (HSKWSP) is a leader in animal welfare in our communities and is committed to promoting the human-animal bond, while focusing on the responsible treatment of animals through education, collaboration, compliance, advocacy and care.

With the current Chief Executive Officer's (CEO) retirement, we are seeking a CEO, to further the organization's mission and vision, while maintaining its relevance to the community. Reporting to a committed volunteer Board of Directors, the CEO provides essential leadership in advancing the organization's strategic direction, workplace culture, and stakeholder relationships. The CEO in partnership with the Board of Directors is responsible for the success of the HSKWSP and ensures it maintains its relevance to the community.

The CEO collaborates with the Board of Directors to develop and maintain the strategic plan, identifying changes that support the direction of the organization. Responsible for operationalizing the strategic plan, the CEO works closely with the management team leading innovative initiatives, opportunities for increased revenue generation and change. Raising funds and directing the planning and implementation of fundraising and development initiatives, the CEO continuously conveys the vision of the HSKWSP to a wide variety of audiences. Their ability to influence and relate to others through strong communication skills serves as a great resource to the organization and builds strong stakeholder relations.

Championing the vision of the organization, engaging and inspiring others to achieve shared goals, the CEO leads by example. They demonstrate a high standard of ethics, commitment to the integrity of the organization and adherence to the organization's bylaws, policies, and legal requirements. They continuously build upon and enhance the reputation of the HSKWSP. Central to their success is their commitment to implementing strategies and programs that foster a culture of Equity, Diversity, and Inclusion.

Approachable, transparent, and inclusive, the CEO recognizes that engaging others in formulating ideas and solutions yields the best results. The CEO ensures program quality and organizational sustainability through development and implementation of standards and controls, systems and procedures, and regular program evaluation to ensure the efficiency and effectiveness of the HSKWSP. Acting as a spokesperson for the HSKWSP, the CEO pro-actively engages stakeholders in conversation and develops a communications plan that informs the community of the activities and direction of the organization.

As the ideal candidate, you are a recognized leader with experience managing an organization and motivating staff to achieve organizational priorities, preferably in the charitable or not-for-profit sector. Your past experience in strategic planning and implementation, human and financial resources, board governance and best practices, fundraising, relationship building, stakeholder engagement and strong business acumen will lead to your success in this role. As a strong mentor you support professional growth within the organization and encourage the team to learn, grow and reach their highest potential. You have experience functioning under demanding, ambiguous, and complex circumstances, along with a proven track record for working effectively with the media and government officials, preferably at the municipal level. Knowledge of and/or a passion for and willingness to learn about animal welfare issues is essential.



Other Qualifications:

- Proven high level of judgement, conflict resolution skills, initiative, and strong implementation skills.
- Political awareness, sensitivity, and an appreciation for the HSKWSP culture and the contexts in which the organization functions.
- Business acumen and the entrepreneurial ability to mobilize resources and develop new partnerships and ventures to enhance organization performance.
- Ability to create, inspire and convey a vision, and influence and relate to others through strong communication skills, both oral and written.
- Ability to innovate and think strategically while guiding a complex, multi-stakeholder organization.
- Ability to manage, engage and motivate managers, staff, volunteers, and supporters, and develop cohesive, high-performing teams.

Essential Duties and Working Conditions:

- Employment is conditional upon the ability to work around all species of animals safely.
- Employment is conditional upon availability to perform work in the evening and weekends as required.
- Must hold valid Ontario driver's license and be able to travel within and outside Kitchener Waterloo and Stratford Perth area.
- Must successfully obtain and maintain a clear police record check.

Please submit your cover letter and resume in confidence to president@kwsphumane.ca **before July 7, 2023**, to ensure full consideration of your application. The Board of Directors thanks all applicants for their interest and will connect with individuals considered for an interview.

The Humane Society of Kitchener Waterloo and Stratford Perth is an equal opportunity employer and supports workforce diversity. We welcome and encourage applications from individuals with diverse backgrounds and lived experiences, as well as individuals of all abilities. Should you require accommodation during the recruitment process, please contact michelle.bast@kwsphumane.ca, Volunteer and Human Resources Coordinator