Executive Director #2026-027

Location Connexus Main Office, Vanderhoof, BC, serving Vanderhoof, Fraser Lake and Fort St James, BC
Hours of Work: Full-Time, Flexible Schedule, is included in the on-call rotation (typical rotation is 6-8 weeks).
Posting Date: July 6, 2026, **Closing Date:** Until Filled
Start Date: ASAP
Salary: Annual Salary $106,964 to $124,046
Comprehensive Benefits: Extended Health and Dental, Municipal Pension Plan, Long-term Disability, Paid Sick Leave, Four Weeks' Vacation, Employee Assistance Program

About the Role

Connexus Community Resources is seeking an experienced, collaborative, and visionary Executive Director to lead our organization through its next stage of growth. Reporting to the Board of Directors, you will provide strategic leadership, oversee diverse community programs, foster strong relationships with staff, funders, Indigenous communities, and partners, and ensure the long-term sustainability of an organization that positively impacts individuals, families, and communities across our region.

Why This Role Matters

This is an opportunity to lead a respected organization with nearly five decades of community service. As Executive Director, you will influence strategic direction, strengthen partnerships, develop future leaders, and help shape services that improve lives throughout Northern British Columbia.

Key Responsibilities

Leadership

- Participate with the Board of Directors in developing a vision and strategic plan to guide the organization.
- Act as a professional advisor to the Board of Directors on all aspects of the organization's activities.
- Foster a working culture of diversity, inclusion and movement towards Truth and Reconciliation.
- Promote a culture of accountability, innovation, continuous improvement, and employee engagement.

Operational & Program Planning & Management

- Develop an operational plan which incorporates goals and objectives that work towards the strategic. direction and mission of the organization and reflect the priorities of the Board.
- Ensure that the operations and programing of the organization meet the expectations of its clients, the Board of Directors and funders.
- Oversee the planning, implementation and evaluation of the organization's programs and services.

Human Resources

- Foster a collaborative work environment that promotes teamwork, employee engagement, and shared accountability to maximize organizational effectiveness.
- Establish a positive, healthy and safe work environment in accordance with all appropriate legislation and regulations.
- Ensure performance management processes are implemented consistently by managers and supervisors, including ongoing performance monitoring and annual performance reviews.
- Develop leadership capacity and succession planning strategies to support long-term organizational sustainability.

Financial Management

- Work closely with the Finance Manager to develop and present annual budget submissions for Board of Directors approval.

- Secure adequate funding for all programs, which includes developing and implementing strategies for business continuity and funding diversification.
- Work with the finance manager and program managers to research funding sources, oversee the development of fund-raising plans and write funding proposals to secure sustainable funding for the organization.

Risk Management

- Undertake regular assessment of enterprise risks to develop and implement appropriate mitigation strategies
- Develop and monitor enterprise risk management plans by identifying, assessing, and mitigating risks related to people, operations, finances, property, reputation, information, and organizational sustainability and provides regular briefings to the Board of Directors.
- Ensure the organization has adequate insurance (Director and Officer/Errors and Omissions, General Liability, Property Insurance, Employee Dishonesty, Fleet vehicle insurance and others as required).

Community Relations & Advocacy

- Collaborate and work with Indigenous communities and resources as needed
- Promote the organization within the community, with service providers, funders, stakeholders, and government partners through active participation in committees, partnerships, and public events
- Identify and respond to community needs through program expansion and innovation

What We're Looking For

- **Education:** Master's degree in business or public administration, or social work or a combination of relevant education, training, and experience.
- **Experience:** At least 7 years in senior leadership roles, preferably within the non-profit or voluntary sector. Direct experience with leadership and management support through demonstrated teamwork, leadership, and supervisory skills
- **Cultural Competence:** Demonstrated understanding of Indigenous culture, knowledge of trauma-informed practice, and a commitment to culturally sensitive leadership.
- **Knowledge & Leadership:** Deep knowledge of leadership principles, non-profit operations, human resources, financial management, and project management. Able to drive continuous improvement using performance metrics and effective reporting.
- **Leadership Competencies:** Outstanding communication, organizational, and interpersonal skills with demonstrated strengths in change management, collaboration, performance measurement, continuous improvement, and team leadership.

Required:

- Valid class 5 driver's license & satisfactory drivers abstract
- Criminal Record Check clearance

Why Join Us?

At Connexus, you'll find more than just a job. You'll join a passionate team dedicated to social change, community empowerment, and inclusive service. Your work will directly impact lives, shape policy, and build a legacy of equity and support in our region. As Executive Director, you'll have the opportunity to lead a financially stable, well-established organization with a dedicated leadership team, strong community partnerships, and an engaged Board of Directors.

Quick facts about the agency:

• 2025 Budget - $9,079,977 • Over 90 staff members • 49 years of established non-profit social service delivery • Services to a 150 km^2 area with offices in three communities (Vanderhoof, Fraser Lake & Fort St. James) • Funding for our programming is received through several federal, provincial, and private organizations and foundations. These include, the Ministry for Children and Family Development (MCFD), Community Living British Columbia (CLBC), BC Housing, the Public Health Agency of Canada (PHAC), and the Ministry of Public Safety and Solicitor General.

How to Apply:

Ready to make a difference? Submit your resume and a cover letter outlining your leadership philosophy and relevant experience and qualifications for the position and include the job posting number:

Apply Via email: careers@connexus.ca

The Society is committed to equity, diversity, and inclusion. We encourage applications from all qualified candidates, especially those with lived experience in the communities we serve