



PRESIDENT & CEO

Executive Brief





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FOR MORE INFORMATION

KCI Search + Talent is supporting the Canadian Women's Foundation in the recruitment of a President & CEO. For more information about this leadership opportunity, please contact Samantha David at KCI via email at CWF@kcitalent.com

All inquiries and applications will be held in strict confidence. To apply, please send a resume and letter of interest to the email address listed above by April 5, 2024.

The Canadian Women's Foundation is strongly committed to equity in employment and seeks to attract, select, and hire a diverse team with a high level of professional skills, passion for and belief in our vision and mission. We aim to be inclusive of diverse people across gender and sexuality spectrums. This includes people who identify as women, girls, trans, Two Spirit, genderqueer, non-binary, and 2SLGBTQIA+. If comfortable, we encourage candidates to share information about their identities, lived experiences, and the communities they are part of in their cover letter.

The Canadian Women's Foundation adheres to Canadian human rights legislation and will provide accommodation to candidates during any part of the interview or hiring process, if requested.



PRESIDENT & CEO

THE OPPORTUNITY

The Canadian Women's Foundation is seeking an inspirational, values-based leader with a passion for philanthropy to be our next President & CEO (CEO). The new CEO will continue the excellent work of the Foundation as we drive forward our vision for gender justice and equality for women, girls, and gender-diverse people across Canada.

Working with a highly committed team of 40+ staff, Board members and other volunteers, the new CEO will be a team-builder who maintains an organizational culture of trust, transparency and collaboration while also ensuring goal accountability for grant revenue and deployment, knowledge generation, donor relations, advocacy, and strategic communications.

An intersectional feminist thought leader, the CEO will model an authentic passion for our mission while leveraging business and financial acumen to lead operations and raise the national profile of feminist philanthropy. A highly visible ambassador and spokesperson, the CEO will hold credibility with diverse audiences while systematically building and sustaining relationships and networks of support that further our vision.

This is an exciting time to join the Canadian Women's Foundation as we embark on our next stage of growth with plans to raise \$10M+ annually for critical issues related to gender justice and equality.

The target salary range for this position is \$205,000 to \$220,000 with the potential of a performance-based bonus up to 15%, plus a competitive benefits package.

As a national organization, the Canadian Women's Foundation offers flexibility of work location. Our office is located at 1920 Yonge St. in Toronto, Ontario.



ABOUT THE CANADIAN WOMEN'S FOUNDATION



The Canadian Women's Foundation is Canada's public foundation for gender justice and equality. We advance this by growing support for grassroots feminist action, partnering with communities and organizations to improve conditions, and building diverse leadership and knowledge for sustainable change.

Through fundraising, granting, research, advocacy, and knowledge sharing, the Foundation works to achieve feminist systemic change. By granting to and strengthening local community programs, the Foundation empowers women, girls and gender-diverse people to move out of violence, out of poverty, and into confidence and leadership.

Launched in 1991 to address a critical need for philanthropy focused on women, the Canadian Women's Foundation is one of the largest women's fundraising foundations in the world. A group of eight trail-blazing women was instrumental in getting it off the ground.

With the support of supporters and donors, the Foundation has raised more than \$250 million to fund over 3,200 life-transforming programs across the country.

As a leading voice for women, girls and gender-diverse people in Canada, we are committed to getting gender equality issues front and centre in the hearts and minds of people in Canada.

VISION

Every woman, girl, and gender-diverse person has the power, safety, support, and rights to thrive, today and tomorrow.

WHAT WE DO

The Canadian Women's Foundation focuses on critical challenges facing diverse women, girls, and Two Spirit, trans, and non-binary people all over Canada today. Their supporters make effective long-term change for gender equality and justice possible. This is important because we help change structures and improve "the way things work" to get Canada closer to that goal of gender equality and social equity for everyone.

We take a deliberative, empowerment-based approach by addressing root causes of the most critical issues facing diverse women, girls and gender diverse people, and by investing in the most effective solutions for long-term change. We do this through our fundraising, grant-making, through building and sharing knowledge, and by bringing grantees and other organizations together to strengthen their capacity, share best practices and learn from each other.

We fund programs across Canada, prioritizing communities where the need is greatest. These programs address four urgent issues:



Out of Poverty



Out of Violence



Into Confidence



Into Leadership

OUT OF POVERTY GRANTS

Focus on economic development and enhancing women’s employability and opportunities to explore new possibilities to secure stable financial futures. Program effectiveness is measured by applying a special “Sustainable Livelihoods Framework”.

OUT OF VIOLENCE GRANTS

Focus on building teen healthy relationships and helping women and their children rebuild their lives after violence.

INTO CONFIDENCE WITH GIRLS FUND GRANTS

Boost “protective factors” that grow girls’ resilience as they develop into adulthood. These include self-confidence, community connectedness, critical thinking skills, and school and civic engagement.

INCLUSIVE LEADERSHIP

When leadership opportunities diversify, the voices of all women and gender-diverse people gain influence. We get closer to the goal of gender justice. Leaders carry significant power to make change. They can play an important role in making things better and fairer. There are many barriers to leadership for diverse women, girls, and Two Spirit, trans, and non-binary people in Canada.

ADDITIONAL INFORMATION

[Website](#)

[Founding Mothers](#)

[Our Work](#)

[Strategic Plan \(2023 - 2028\)](#)

[Impact & Annual Reports](#)

[Volunteers & Donors Report](#)

[Get Involved](#)

[Financial Statements](#)

[Policies](#)

[Our Supporters & Volunteer Committees](#)

[Media Resources](#)

[Impact Stories](#)

[Community Grants 2024](#)

KEY DUTIES AND RESPONSIBILITIES

Strategy, Planning & Operations

Provide leadership that enables the Foundation to excel operationally in the strategic achievement of its mission.

- Steward the Foundation's purpose, operationalizing its mission and strategic priorities to meet objectives and evaluate results to ensure continuous improvement and inform future planning.
- Partner with the Board to develop and implement the strategic plan.
- Lead the annual operating and budget planning process to meet a \$10M+ target, setting benchmarks to measure progress and ensuring alignment with strategic objectives.
- Identify, interpret, and support emerging issues related to the Foundation's departments: Community Initiatives, Philanthropy, Public Engagement, and Finance & Operations, in a manner that furthers the vision and mission of the Foundation.
- Maintain business continuity using the Foundation's risk management framework, informing the Board of any internal and/or external risk factors which may affect the organization and suggesting mitigation strategies as appropriate.
- Model and support a values-based culture of trust that empowers staff and volunteers to work collaboratively to meet strategic and annual objectives.
- Partner with the senior leadership team to inspire, develop, and mentor the staff team within a culture that supports delivery on individual and team objectives.
- Collaborate with the senior leadership team to oversee and assess operations to ensure the efficient and cost-effective use of financial, human, and operational resources.
- Work with the senior staff and Board to ensure proper financial oversight and compliance with all internal and external reporting.
- Keep up to date on charitable knowledge and trends, and strategically use this information to inform organizational activities.
- Ensure the organization is compliant with all legislative, legal, regulatory, and ethical standards.

Governance

Provide leadership that supports and strengthens governance of the Foundation.

- Prepare and deliver regular reports and other materials for scheduled Board meetings to support the Board's ability to fulfill its fiduciary responsibilities, attending meetings and supporting all activities in an ex-officio role.
- Oversee the development and proposal of policies that ensure accountability and appropriate risk management.
- Facilitate the organization of Board meetings, committee meetings, special meetings and retreats as required.
- Support the Board nomination and orientation process.

Programs & Impact

Provide leadership that amplifies the critical work of the Foundation's community impact strategies and programs.

- Collaborate with the Vice President, Community Initiatives to provide direction to the Program team to strengthen the Foundation's community impact through grant-making and capacity building.
- Work with staff to continuously enhance and crystalize the impact and evaluation of the Foundation's community strategies and programs.
- Support innovation and the ongoing improvement of research, advocacy, and grant-making activities.
- Sustain and enhance the Foundation's mission-aligned approach to working with grantees.

Resource Development & Financial Sustainability

Provide leadership that deepens the Foundation's ability to attract new donors and diversify its revenue base for sustainable growth.

- Model and promote a passion for feminist philanthropy. Leverage profile and thought leadership activities to ensure the Foundation is a visible and credible voice encouraging philanthropic investment in gender equity.
- Work with the Vice President, Philanthropy to continuously strengthen fundraising results and build excellence in donor relations.
- Provide leadership and oversight to diversify philanthropic investments to the Foundation.
- Identify, lead, and build relationships with major donors including individuals, corporations, foundations, and government.

Sector Leadership

Provide leadership that contributes to the strengthening of the feminist movement in Canada and addresses the critical issues identified in the Foundation's commitments.

- Maintain and strengthen the unique positioning of the Canadian Women's Foundation as the go-to organization for issues of gender justice and equality in relation to knowledge sharing, grant-making and capacity building.
- Ensure a focus on maintaining a strong government relations strategy, nurturing relationships with key government leaders and staff across the political spectrum to advance the Foundation's mission.
- Function as a national thought leader and respected voice for intersectional feminism.
- Build strategic networks and relationships with government, the non-profit/charitable sector, corporations and other key groups to support the creation of networks of that will further the Foundation's objectives.
- Increase the profile of feminist philanthropy with a focus on women, girls and gender diverse people.
- Strengthen the Foundation's capacity to lead transformative systems change in the sector.

Communications & Community Engagement

Provide leadership in support of the strategic communications goals of the Foundation.

- Collaborate with the Vice President, Public Engagement to champion the Foundation's mission, commitments, and impact across multiple audiences, through public speaking, media, networking, outreach, and broad public engagement.
- As a key spokesperson, represent the Foundation through speeches, panels, and inspirational talks at strategic local, national, and international venues.
- Act as skilled media and public relations spokesperson.

QUALIFICATIONS & COMPETENCIES

- Progressive senior leadership experience leading, influencing and implementing strategic initiatives for an organization in the public, private, or non-profit sector.
- The ability to recognize and acknowledge the lived experiences of traditionally marginalized communities and use an intersectional feminist approach to lead change.
- Experience with the development, delivery, and monitoring of multi-year strategic plans and annual business plans.
- Proven ability to create a vision for staff and volunteer teams that is aligned with strategic priorities, build common purpose and direction, and deliver outcomes to strengthen overall organizational performance.
- Solid experience with the financial oversight of an organization including procedures, controls, and the ability to analyze, interpret, and present financial reports.
- Demonstrated success in advocacy, government relations and communications with the ability to influence and rally diverse groups around a cause.
- Proven experience supporting revenue generation and donor relations.
- Experience with strategic grant making in support of critical issues.
- Experience managing plans and activities within a shifting landscape with the ability to work under pressure to meet critical deadlines.
- Excellent written and oral presentation skills with extensive experience as an organization spokesperson.
- Ability to skilfully communicate complex issues to diverse audiences leveraging the use of strong facilitation, negotiation and mediation skills.
- The capability to successfully communicate and build credibility with various internal and external audiences including staff, volunteers, donors, community groups, media, senior public servants/government officials and grant recipients.
- Ability to communicate in both official languages would be considered an asset.
- Ability to travel on a regular basis.

THE CANADIAN WOMEN'S FOUNDATION BOARD

Laurie Young
Board Chair

Lisa O'Connor
Board Treasurer

Jas Kaur Hothi
Board Member

Roxanne Pereira
Board Member

Kim Ulmer
Board Member

Sarah Mariani
Board Vice Chair

Kimberly Hu
Board Secretary

Oyinlola Iwaeni
Board Member

Meenu Sikand
Board Member

Sandy Vander Ziel
Board Member

Peggy Moss
Board Vice Chair

Lori Flinders-McMillan
Board Member

Dr. Dawn Lavell Harvard
Board Member

Olivia K. Sobey
Board Member



BIOGRAPHIES

Laurie Young, Board Chair

Laurie is a senior communications executive, now finishing her term as the CEO of Ogilvy Canada, the Canadian operation of a global network. She has grown with the firm since joining in 1988, an Honours BA in hand from Victoria College, U of T. She assumed increasing responsibility and progressively senior positions, which culminated in the role of CEO – the first woman to hold this post.

Laurie has been active as an industry leader: board member and chair of the Institute of Communication Agencies, chair of various award committees and industry conferences. A life-long learner, she's taken courses in executive finance, leadership, digital transformation, and women in leadership.

Sarah Mariani, Board Vice Chair

Sarah is an emerging voice in inclusive innovation. She is Director of Development at Venture for Canada Venture, and previously led digital transformation projects at MaRS Discovery District. Sarah works closely with leadership at all levels to drive operational excellence and the development of digital products.

Outside of the office, Sarah is a board member of the Canadian Women's Foundation and serves on two advisory committees at Fora: Network for Change (previously known as G(irls)20). In response to COVID-19, Sarah launched Sincere Solutions, offering affordable IT consulting to non-profit clients navigating the shift to online operations without dedicated support.

Peggy Moss, Board Vice Chair

Peggy Moss is a writer and civil rights advocate and the author of three award-winning children's books on bullying, relationships, and identity: *Say Something*, *Our Friendship Rules* and *One of Us*. She has been actively engaged with the Canadian Women's Foundation since moving to Canada in 2008. She has volunteered with CWF in several capacities, including as a grant reviewer, advisory board member and project advisor. She is also a member of the Board of Directors of PREVNet, a leading network for promoting relationships and eliminating violence in Canada.

A lawyer and former hate violence prosecutor, Peggy served as an Assistant Attorney General in the civil rights unit of the Maine Department of Attorney General and as Associate Director of the Center for the Prevention of Hate Violence.

ORGANIZATIONAL CHART

Organizational Overview

