Bethesda House is recruiting a highly skilled individual who is committed to making a positive impact in the lives of women, youth, and children experiencing gender-based violence and abuse.

**Position Summary:**

Reporting to the Board of Directors, this exciting opportunity exists for a passionate leader, who will inspire and achieve results by focusing on the implementation of proactive prevention strategies, including educational outreach to raise awareness in the community with the goal of collaborating with its citizens to eliminate all forms of domestic abuse and gender-based violence. The Executive Director will lead a motivated team of staff to provide high-quality service and fulsome support to shelter and community clients, work in collaboration with a diverse community and will play a critical role in maintaining the social safety net for the shelter's clients and pets in the Durham Region and beyond.

In addition, the incumbent will work closely and collaboratively with all levels of management, staff, volunteers, and external stakeholders. This individual will ensure effective teamwork, implementation of strategic priorities and goals, achieve targeted outcomes, and ensure financial accountability.

**Qualifications:**

* A Bachelor’s Degree or work equivalent experience in a related discipline;
* 5+ years of demonstrated executive-level leadership;
* 5+ years of experience working within the field of social, health, and/or community services, including work with vulnerable populations;
* Extensive experience developing strong working relationships with system partners;
* Extensive operation management experience to support the strategic direction of the organization;
* Experience working in a unionized environment is an asset
* Risk management and compliance experience to mitigate liability and minimize risk for the agency while maintaining accountability to funding bodies and stakeholders;
* Demonstrated ability to maintain a high degree of confidentiality and exercise diplomacy when dealing with staff and clients;
* Expert knowledge of industry legislation and policies;
* Experience managing a team and functions related to human resources management;
* Experience managing budgets and having financial oversight for all aspects of the agency;
* Exceptional written, oral, and interpersonal business communication skills
* Expert computer skills, including ease of use of software and systems required to manage the business.

**Conditions of Employment:**

The terms and conditions of employment stipulate that the successful candidate must provide the following:

* Criminal Reference Check;
* Minimum of 3 recent professional references including at least one from a direct supervisor;
* Proof of COVID-19 vaccination (per agency policy).
* The need to oversee unionized staff
* Ability to work outside of regular business hours to support operational needs when required

Interested candidates are invited to submit a resume and cover letter outlining their experience to:

[executivedirector@bethesdahouse.ca](mailto:executivedirector@bethesdahouse.ca), Executive Director, Bethesda House (Jaki McKinnon)

[nicolelussier@rogers.com](mailto:nicolelussier@rogers.com) – Board Chair, Bethesda House (Nicole Lussier)