

Employment Opportunity Chief Executive Officer (CEO)

The Organization

YWCA Edmonton is a powerful voice for equity and has been leading social change and progress for women and families in the Edmonton region since 1907. Part of an international feminist movement, YWCA Edmonton is a trusted provider of services, programs and advocacy work that transforms lives and helps build a stronger, healthier, and equitable community for all. YWCA Edmonton is a member of YWCA Canada, the oldest and largest women's social service organization in the nation.

YWCA Edmonton's mission is to build safer, stronger, equitable communities through leadership, education, and empowerment. It is an evolution-focused and purpose-driven organization that makes a consistent, tangible difference in the lives of the people it serves. For more information about YWCA Edmonton, please visit our [website](#).

The Opportunity

- **Reports to:** Board of Directors
- **Direct Reports (5):** Director, External Relations; Director, Finance & Operations; Director, Disability Services; Director, Counselling Services; and Executive Assistant
- **Location:** Edmonton, Alberta

Mandate

The YWCA Edmonton Chief Executive Officer (CEO) serves as the organization's most senior strategic and operational leader, reporting directly to the Board of Directors. As the primary ambassador, advocate, and spokesperson for the YWCA and its mission, the CEO provides visionary leadership to advance the empowerment of women, girls, and families across the Edmonton community. They ensure the organization achieves excellence in program delivery while maintaining financial sustainability, safeguarding organizational momentum, and driving consistent progress toward the strategic plan.

This role demands a mission-driven, inspirational leader who combines a grassroots, community-centered approach with sophisticated strategic, governmental, and stakeholder engagement. The CEO fosters a culture of high performance, empowerment, and collaboration, guiding teams to deliver meaningful operational outcomes, measurable program impact, and sustainable organizational growth. They are energized by the YWCA's vision and demonstrate an unwavering commitment to making a tangible difference in the lives of those served, while actively promoting equity, inclusion, and systemic social change.

The ideal CEO embodies both strategic foresight and operational acumen, leveraging influence, partnerships, and advocacy to position the YWCA as a leader in advancing social justice and community empowerment. They are recognized for their ability to navigate complex challenges, inspire collective action, and build enduring relationships that amplify the organization's mission and impact.

Key Accountabilities

- **Visionary Strategic Leadership:** provide mission-driven, strategic leadership for the YWCA Edmonton organization and articulate that vision to community partners.
- **Fundraising and Resource Development:** lead and elevate fundraising initiatives, cultivating and stewarding lasting relationships with donors, sponsors, and government partners to support YWCA's financial sustainability.
- **Community and Government Relations:** build strong relationships with community and government partners, promote a strong YWCA brand in the community and serving as the face of YWCA Edmonton.
- **Financial Stewardship:** position YWCA Edmonton for financial sustainability and, in conjunction with the Director of Finance & Operations, advise the Board on key financial strategies.
- **People Leadership:** inspire and empower YWCA staff, encouraging a collaborative and supportive organizational culture.
- **Operational Excellence:** ensure the successful execution of YWCA programming, evolving the organization's operations as appropriate to meet strategic shifts and changing client needs.
- **YWCA Member Association Collaboration:** Collaborate with and assist other YWCA Canada member associations, as needed.

First-Year Deliverables / Measures of Success

Success in the first year will be determined by the candidate's ability to:

- Establish strong and productive relationships with key YWCA Edmonton stakeholders.
- Continue to strengthen a positive team culture among YWCA staff, ensuring strong retention and high team engagement.
- Take steps to ensure the YWCA's long-term financial stability, including adjusting internal financial planning, developing new fund development and granting strategies, and building strong donor relations.
- Reimagine Camp Yowochas and take the first steps in transforming Camp into a sustainable social enterprise.
- Generate buy-in for their leadership and the YWCA's vision for the future.

Candidate Profile

The successful candidate will have the following:

Education:

- A post-secondary education is preferred.
- A demonstrated commitment to life-long learning.

Experience:

- Progressive leadership experience, with executive leadership experience within the not-for-profit space.
- Demonstrated success in fundraising, grant acquisition, and donor relations.
- Strong experience providing strategic leadership to an organization and facilitating strategic planning exercises with a board of directors.
- Exceptional communications, government relations, and community relations experience.
- Strong financial stewardship capabilities.

Competencies and Attributes:

- Unequivocal alignment with YWCA's values.
- Exceptional interpersonal and relationship-building skills with a collaborative leadership style.
- Exceptional communication and public relations skills.
- Strong financial acumen.
- A strategic thinker and visionary leader.
- Emotional intelligence.
- Comfort serving as the face of the organization where appropriate.
- A strong understanding of Board governance, having either reported to or served on a Board of Directors.

Commitment to Equity, Diversity, and Inclusion

YWCA Edmonton is committed to equity, diversity and inclusion and recognizes that a diverse team benefits and is essential to service excellence. YWCA Edmonton welcomes applications from all qualified individuals and encourages women, members of racialized communities, indigenous persons, persons with disabilities, and persons of any sexual orientation or gender identity to confidentially self-identify at the time of application. In accordance with provincial legislation, accommodation will be provided by Mullen and the YWCA Edmonton throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities. All qualified candidates are encouraged to apply.

Application Instructions

If this opportunity excites you, please send an application package, including your resume and cover letter, to connect@mullenleadership.com. In the subject line of your email, please include the organization's name and the position title.

