

## NORTH SHORE DISABILITY RESOURCE CENTRE

Established in 1976, the North Shore Disability Resource Centre (NSDRC) is an organization that provides services and programs to support over 4,000 infants, children, youth, adults, and seniors with disabilities. The organization is governed by a nine-member board of directors (Board), employs 200 staff – the majority of whom are unionized, and is well respected by funders and the all three North Shore Municipalities. The previous Executive Director (ED) led the organization for the past 18 years and recently resigned to join a different organization. NSDRC is seeking a new ED that will help raise its profile, expand its presence and programs within all communities it serves, and make decisions guided by the organization's current strategic priorities. As a highly strategic and innovative thinker, the new ED will update processes, create efficiencies, and improve data collection and analysis through the use of technology.

### EXECUTIVE DIRECTOR

The ED is the key operational position responsible for the overall success of NSDRC who will provide effective leadership and manage and oversee organizational planning, administration, stakeholder relations, revenues and finance, implementation of the strategic plan, and risk mitigation. Specifically, with ongoing cuts in government, and ageing buildings in their housing services, the development and implementation of a plan to secure new sources of capital and the development of a long-term, financially sustainable housing strategy will be a high priority for the new ED.

The new ED will be an inclusive leader and coach who is confident, decisive, and persuasive while remaining flexible, adaptable, and politically astute. The successful candidate will have a track record of building high performing teams and cultures and will ensure that NSDRC implements good succession planning and effective recruitment and retention practices to attract and engage a new generation of workers for the organization. Highly collaborative and having exceptional interpersonal skills, the new ED will be an authentic, transparent, and engaging communicator, and an excellent listener, presenter, and public speaker. With these skills, it is expected that this person will be exceptional at building relationships with a wide range of stakeholders, getting buy-in to new ideas, and leading and managing change.

The ideal candidate will possess 7+ years of broad senior leadership experience, an understanding of modern governance practices, and will have a successful track record of developing and implementing a strategy that led to diversified funding and long-term financial sustainability. There is a preference for candidates who have served as an ED and who have experience developing a housing strategy and structuring deals. Knowledge of community living or other social service agency would be an asset.

To apply for this role or for further information, please email resume and cover letter to [search@watsoninc.ca](mailto:search@watsoninc.ca).