



**YMCA of Owen Sound Grey Bruce**

**POSITION PROFILE:**

**EXECUTIVE DIRECTOR**

**Updated:** Fall 2020

**Anticipated Placement:** February 2021

The YMCA of Owen Sound Grey Bruce (YMCA of OSGB) is seeking a strategic, inspirational and visionary Executive Director with a proven track record of senior management and operational experience. *This position profile has been updated to reflect the immediate needs of the organization as it responds to the shifting priorities created by the COVID-19 virus and the Pandemic.*

**About our Association:**

The YMCA of OSGB is one of the largest charities in the Grey-Bruce region, and a member of one of the most recognized movements in the world. Its mission is to build a healthy and caring community by creating opportunities for all people to achieve personal growth in spirit, mind and body. By connecting people, connecting with youth and connecting with the communities it serves, the YMCA of OSGB offers accessible programs and services to over 35,000 people annually through its Health, Fitness and Recreation, Aquatics, Licensed Child Care, Youth, and Employment and Community services delivered through more than 24 program sites across Grey and Bruce Counties.

The YMCA of OSGB is a Member Association within the Federation of Y's that form YMCA Canada. Through this relationship the YMCA of OSGB is connected to YMCA Canada's Strategic Plan; *Plan Y Expedition*

The YMCA of OSGB offers a great workplace culture achieved through an environment that embraces diversity and social inclusion, values differences, celebrates achievements and supports full participation by all employees. The YMCA of OSGB provides more than 300 employees with meaningful jobs and the opportunity to make a difference in the lives of individuals and the health of those within our communities. The YMCA works to build healthy communities through shared culture and values.

Located in an area of Ontario known for its wide array of outdoor recreational opportunities, the YMCA of OSGB also offers lifestyle. Situated amidst some of the area's finest beach, skiing, golfing, hiking, fishing and boating destinations, OSGB is also home to a bustling arts and culture scene with many galleries, theatres, music festivals, craft cideries and local wineries. The YMCA of OSGB offers a meaningful career, a great working environment, and an incredible lifestyle.

**Nature and Scope:**

Reporting directly to a Board of Directors, the new Executive Director will: enthusiastically serve a team of 300 staff, 200 volunteers and a donor community of 350; oversee the operations of its core businesses and an operating budget of \$12 Million (2019); model, embrace and embody the values of the YMCA of OSGB; inspire, engage and lead multiple YMCA internal and external stakeholders with a clear response to the challenges presented by the novel coronavirus (COVID-19) during the Pandemic. The successful candidate will work to establish viable management agreements and partnerships that supports the Y's operational systems through the Pandemic while remaining focused on ensuring the YMCA of OSGB remains a community leader in improving the health and vitality of Owen Sound, Grey and Bruce Counties.

**Qualifications:**

The successful candidate's experience will be either as a senior executive or a senior leader of a YMCA, a large public or private company or complex not-for-profit organization. The new Executive Director will have business, operations and brand savvy; be a values-driven leader and community builder with a commitment to diversity and social inclusion. They will be a motivational communicator with a passion for the YMCA's mission and the Grey-Bruce region with its many rural communities and have the desire to lead the development of the Association's new strategic plan.

With extensive fundraising experience and the ability to open doors and opportunities for the YMCA, the new E.D. will effectively cultivate and develop key relationships and alliances with all levels of government and a network of community organizations, corporations, and foundations, significantly raising the profile of the YMCA of OSGB. They will act as a policy advocate and thought leader on the Association's behalf, facilitating the YMCA of OSGB's meaningful impact within all of the communities while managing its operational adjustments due to the pandemic.

**To Apply:**

The original application period closed April 15<sup>th</sup> 2020. The recruitment process has now resumed and new applicants are invited to apply with a cover letter and resume before 4:00pm on Friday, November 13<sup>th</sup>. To do so, please contact:

**The Search Committee - YMCA of Owen Sound Grey Bruce**

**To the Attention:** Jim Janzen, Senior Vice-President, YMCA Ontario c/o Natalie Sie, YMCA Ontario  
via [natalie.sie@ymcagta.org](mailto:natalie.sie@ymcagta.org)

*Candidates should note that offers of employment are contingent upon the completion of a satisfactory Police Records Check that includes a vulnerable sector screen, in addition to the completion of satisfactory professional Reference Checks. The YMCA of Owen Sound Grey Bruce values the diversity of people and communities and is committed to excellence and inclusion in our Association. The YMCA is committed to an environment that is barrier free. If you require accommodation during the hiring process, please inform us in advance to arrange reasonable and appropriate accommodation.*