



Executive Director - BC Centre for Ability

About Us:

The BC Centre for Ability (BCCFA) has been providing exceptional programs and services to support the ambitions of children, youth and adults with disabilities throughout British Columbia since 1969. First conceived as a passion project to support local individuals and families seeking an alternative to hospital or institutional care for people with disabilities, the BCCFA has grown to deliver a wide range of high quality, community-based services using a family-centric approach, and promoting the right of individuals with disabilities to participate as valued members of their communities. Today, the BCCFA serves more than 3,000 children, youth, and adults with neurological, physical, and developmental disabilities as well as their families.

Widely regarded as a leader in the field, the BCCFA is accredited by CARF International, an independent, non-profit accreditor of health and human services organizations with a focus on exceptional quality and results. It is also supported by its own Foundation, an official charitable organization that raises awareness and funds to support the highest priorities.

BCCFA is currently seeking an Executive Director to lead our organization through continued strategic growth and development.

Role Description:

Accountable to the Association's Board of Directors and the Joint Executive of the Association and Foundation Boards, the Executive Director (ED) will build on the important work of the organization in providing community leadership in programs for persons with disabilities. Leading a team of over 100 staff, the ED will strategically manage the organization's growth, support operational excellence in service delivery, and ensure a positive relationship with government and other funders. The Executive Director will be highly visible and will develop and promote the BCCFA through strategic partnerships that foster the growth of inclusive and supportive communities.

Qualifications:

The ideal candidate should have a graduate degree in a relevant field from a recognized institution, combined with a track record of success as a dynamic leader of a multifaceted organization with the delivery of programs and services in healthcare and/or social service sectors. This candidate will also have expertise in program development and assessment frameworks, and proven experience securing and managing program funding. Knowledge of the challenges facing individuals with disabilities and their families, evidence-based interventions, and relationships with key provincial ministries will be seen as distinct assets, as will experience in managing a unionized environment with complex stakeholder relationships.

As a strategic and innovative thinker, the successful candidate should be a strong leader with highly effective communication and interpersonal skills, and an engaging and collaborative style. As a business leader, this candidate will have developed corporate strategic plans, identified and analyzed business opportunities, and understand business and financial management concepts.

Highly mission-focused, the successful candidate will bring the requisite skills to maximize service delivery in the most effective and efficient way possible.

Core Competencies:

1) Organizational and Change Leadership

- Experience leveraging excellent communication, interpersonal, and leadership skills to create a positive work environment and a culture of collaboration and teamwork
- Proven ability to lead significant change, particularly in the context of a unionized environment

2) Program Delivery Expertise

- Demonstrated commitment to the principles of family-centered/person-centred and inclusive practice, strength-based and empowerment intervention, and ability to provide expertise on how to implement these principles
- In-depth knowledge of the full landscape of BCCFA's current range of services

3) Innovation and Program Development

- Experience growing the services footprint of a similarly-oriented organization to support evolving organizational objectives
- Experience using outcome-based performance measurement frameworks to drive continuous improvement in social and/or health services delivery environments
- Experience applying innovative technologies to enhance program delivery and/or management

4) Financial management

- Experience managing and controlling a large budget envelope across a diverse set of revenue sources and demonstrated understanding of financial governance and corporate operations
- Experience identifying and successfully receiving government grant funding for new programs, and managing the complexities and administrative requirements of government funding reporting requirements

5) Stakeholder Relations

- Demonstrated ability to work across disciplines and with diverse stakeholders to build successful integrative strategies, including but not limited to, funding partners, government representatives, community partners, and board members

Application Information:

On behalf of the BCCFA, Pivot HR Services invites interested candidates to submit their CV and covering letter, clearly demonstrating their alignment with our desired qualifications and core competencies, to info@pivothrservices.ca no later than November 16th, 2018. Inquiries can be made directly to Robin Turnill from Pivot HR Services at 604-916-6199.

BCCFA is proud to be an inclusive employer, committed to providing a welcoming, respectful and equitable work environment. We welcome and encourage applications from women, persons of colour, Indigenous persons, persons with disabilities, and members of other marginalized or under-represented groups.