



Causeway was established in 1977 with a mission to assist people with mental illness and other challenges find employment. We have a long and rich history over 45 years, having expanded our activities and our impact to meet the needs of a broader spectrum of people. We are constantly looking for new ways to innovate, which is the approach that truly sets us apart. It allows us to transform lives and change communities by piloting new community ventures and leading the way in the area of social enterprise. Through the life-changing support of our funders/donors, Causeway clients become equipped with the tools and support they need to find meaningful employment. The Causeway Board of Directors is currently seeking a dedicated and mission-driven Executive Director to lead our team and continue our success story for years to come, and to be the face of the organization with the community, key partners and stakeholders.

### **Executive Director**

Reporting to and working with a strong and committed Board of Directors through the Chair, the new Executive Director will lead our organization into the future. You will build visibility, resilience and impact, while refining the services we offer to optimally benefit the clients and communities we serve. You will contribute to strategic planning and execute on operational and fundraising plans that achieve targeted results and key milestones. It will be critical in this role to build important relationships with sustainable funding, and work effectively with your team, external partners and stakeholders to achieve continued advancement of the Causeway mandate. You are recognized for your strength in strategic and business planning, people and financial leadership, and relationship-building. A person of integrity, drive, discipline and influence, you will articulate the vision, refine operations, lead community relations, and align external stakeholders with Causeway's goals and responsibilities. You are an adaptive problem-solver who will keep Causeway responsive to changing needs.

As the ideal candidate, you will have successfully led people, strategy and change in the not-for-profit/NGO sector, ideally related to social, health or employment services, working closely with the Board of Directors and funders. Collaborative and creative, you have demonstrated abilities in building mutually beneficial partnerships through trust, consensus and by motivating people. Candidates will bring a successful record in program management, fundraising, communications, people and team development, advocacy, and community relations. Experience working within our community will be key. You will possess excellent interpersonal and diplomatic skills and will be an effective and transparent communicator in all respects and at all levels. The ability to communicate in English and French, as well as experience managing in a unionized environment would also be definite assets. We invite you to visit their website at [www.causewayworkcentre.org](http://www.causewayworkcentre.org) to learn more about Causeway.

**Should you wish to learn more about this extraordinary community leadership opportunity, please call (in strictest confidence) Mike Lupiano at 613-862-2999, Nicole Poirier at 613-915-5030, or email your CV and letter of introduction to: [Exec.causeway@lupianosearch.com](mailto:Exec.causeway@lupianosearch.com) .**

*We thank all applicants for their interest, however only those under consideration for the role will be contacted. Causeway Work Centre (CWC) is committed to being an equal opportunity employer. Please advise in advance if you require any accommodation during the application or selection process. CWC is committed to employment equity and encourages candidates to self-identify as visible minorities; people from culturally diverse backgrounds; people of all gender identities and sexual orientations; Indigenous peoples; and persons with disabilities.*