[**EXECUTIVE DIRECTOR**](https://charityvillage.com/jobs/executive-director-in-cambridge-waterloo-regional-municipality-ontario-ca/)

**Summary**

For 81 years, Family Counselling Centre of Cambridge and North Dumfries has been supporting our community with counselling, building healthy relationships, community engagement, and most recently, with addictions services. Our vision is for a community where there is equality, respect, empathy and inclusion, and this is why we get up in the morning and do the work that we do. But we’re not there yet.

That’s where you come in.

After 17 years at the helm, we will be wishing our Executive Director a very well-earned retirement, and we are seeking a dynamic, committed, passionate, and compassionate individual to lead our organization into its next chapter.

**About You:**

You are “a purveyor of hope” – an advocate, a visionary, a servant leader who uses carrots over sticks. You are solution-focused and can manage the complex and at times overwhelming demands of the modern Executive Director; yet you also have an eye to the future, and can see the agency not just for what it is today, but what it could be tomorrow.

You’re a compassionate leader – not just an administrator (though you are that, too!) – a strong communicator, emotionally intelligent, and you understand the essential work-life balance. You believe in each member of your team, and support them individually to be their best today, and even better tomorrow. You see their individual skills and gifts, and work to support your staff in their continued growth. And when an issue arises, you have an open door, and invite feedback and an invitation to grow personally and professionally.

You know that it’s not just about our agency. You have a heart for community, and you believe in partnerships, collaborations, and mutual growth, not only with those you agree with. Embedded in all of your actions is a core belief in equity, diversity, inclusion, and a reservation of judgment. You understand the difference between justice and charity, and your body of work reflects this nuance.

Did we mention charity? You’re not only a great communicator and able to build and maintain relationships with donors and funders, you’re also a grant hunter and writer, with a creative, entrepreneurial mind, finding creative ways to build new revenues to deliver on our mission.

Leadership isn’t about one person making decisions, but about working with others to make the best decisions for the organization and community. That’s why you engage the board of directors to move the agency forward, utilizing the strengths and gifts of the board, while acting as a bridge between the board and staff. Your background makes you knowledgeable about the profession and gives you an appreciation for the relevant networks, affiliations, and accrediting and governing bodies.

Above all, you understand that mental health and addictions are healthcare, you believe that everyone should have access to these necessary supports, and want our agency to play a prominent role in solving complex community problems. It’s just who you are!

**Application Instruction**

Interested applicants should submit their cover letter, resume, and references to [board@fcccnd.com](mailto:board@fcccnd.com) by August 13th stating the job title in the subject line.

We welcome applications from candidates who represent the diversity of our community. Please let us know if you require any accommodations in the application and interview process.

We thank all candidates for their interest, however, only those selected for an interview will be contacted. No phone calls or email inquiries on application status please.