

# EXECUTIVE DIRECTOR

Based in Toronto, Ontario



ABORIGINAL  
LEGAL  
SERVICES

*Gaa kina gwii waabamaa debwewin*

For more, visit: <https://bit.ly/ALS-ED2>

Our client, **Aboriginal Legal Services** is seeking an **Executive Director** to lead the organization towards continued growth while embodying their mission, vision, and values.

Aboriginal Legal Services was established February 21, 1990. As one of the leading charities supporting Indigenous people and communities and a national leader in Indigenous justice and advocacy, ALS has over 70 employees, 13 offices, and serves over 2,500 clients each year.

As the **Executive Director**, you will develop an overarching strategic and operational plan in collaboration with the Senior Management Team and Board of Directors to meet the organization's strategic objectives. This will include: organization branding, fundraising, labour relations, stakeholder-management, partnership development, risk management, financial management and oversight, etc.

Reporting to the Board via the Board President, you will develop a strong partnership with the Board of Directors and liaise with Board-level committee chairs to ensure strong continuous communication and accountability on strategic issues and projects. This will include implementing and testing best-practices in non-profit governance.

You will maintain human resources oversight, including: the development of the organization's team, talent acquisition and succession planning; and ensuring HR and Health and Safety compliance. In addition, you will be responsible for implementing the first Collective Bargaining Agreement, which will be in place upon commencement of the role, and will lead the Management Team in negotiating subsequent/future collective agreements.

You will also work with the finance department to maintain the financial health of the organization by ensuring sound financial management practices, including budgeting, forecasting, cashflow, and reporting.

## REQUIREMENTS

- Bachelor's degree in a relevant field
- A strong understanding of Canadian Indigenous issues and challenges, specifically how they relate to various touchpoints within the Canadian justice system
- Knowledge of human resources principles and regulations, with a commitment to maintaining a healthy and safe work environment in accordance with all legislation and regulations
- Experience managing stakeholder relationships with a proven ability to collaborate and build partnerships
- Demonstrated financial acumen and experience being accountable for the financial stability of an organization
- Prior experience either reporting to or participating in a governance board, with a strong respect for and appreciation of governance functions
- Experience as a manager in a unionized environment is an asset, in addition to any experience with the collective bargaining process generally
- Demonstrated success in operationalizing the mission, vision, and values of an organization to captivate, engage and motivate to action, employees, stakeholders and clients
- A legal background is an asset but is not a requirement for this position

If you would like more information about this position or Aboriginal Legal Services, please visit <http://bit.ly/ALS-ED2>.

If you believe you can make a strong contribution to this organization as **Executive Director**, please submit your resume to **Lisa Cefali, Partner, Executive Search & Strategic Development** - [Lisa.Cefali@legacybowes.com](mailto:Lisa.Cefali@legacybowes.com) quoting #203226-B.