



## CHIEF EXECUTIVE OFFICER

Rowing Canada Aviron (RCA), the non-profit organization recognized by the Government of Canada, the Canadian Olympic Committee, the Canadian Paralympic Committee and World Rowing as the national governing body for rowing in Canada invites applications for the position of **Chief Executive Officer (CEO)**.

Reporting to the RCA Board, the CEO has responsibility for developing and delivering RCA's strategies, objectives and operational plans, revenue generation and financial management, partner relations, people and culture, safe sport, and all programs of RCA. The CEO accomplishes this through the senior leadership team and their staff who are responsible for both high performance and sport and pathway development for rowing. The CEO also supports the Board in fulfilling their governance role and works with various Board standing committees and operating committees, as well as key volunteers to achieve RCA's goals.

In this regard, the CEO will lead through and embody **RCA's Values:** Collaboration, Accountability, Creativity, Passion and Diversity and Inclusion.

### **Key responsibilities:**

With a balanced focus on longer term strategy execution and short-term transformation to make changes needed to best serve our athletes, members and other key stakeholders the CEO will lead and manage RCA in accordance with the strategic direction set by the Board of Directors. The CEO's key responsibilities focus on the following:

- Strategy and Planning
- Operations
- Governance
- Partner Relations
- High Performance

- Sport and Pathway Development
- Safe Sport, Diversity, and Inclusion
- Marketing and Events
- People and Team Leadership

### **Qualifications:**

The top candidates will possess a university undergraduate degree (e.g., Sport or Business Management); a master's or other post-graduate degree would be an asset. In addition, they will also have the following qualifications:

- 15 or more years of relevant experience, including at least 10 years of senior management and leadership experience, ideally in a CEO/MD/ED or related senior executive role in an elite sport organization.
- Experience in leading and implementing an organization through significant transformation.
- Experience reporting to or working with a governance focused Board of Directors.
- Proven track record of managing business unit operations with full accountability for both strategy and day-to-day operations. Willing to be "hands-on" as required.
- Strong business and financial acumen.
- Demonstrated people leadership skills and experience and creation of an open and transparent organization culture and effectively attracting, developing, and retaining high performance teams.
- Strong social/emotional, conflict resolution and problem-solving skills and demonstrated experience dealing with and resolving difficult and highly sensitive issues.

RCA's National Office is in Victoria, BC.

For a full job description, [please see attached](#).

Salary will be commensurate with experience and qualifications within the following salary range: \$160,000 - \$200,000 per annum.

To apply, please submit your resume and a cover letter by **October 7, 2024** to [HR@rowingcanada.org](mailto:HR@rowingcanada.org). Applications should have "Chief Executive Officer" in the subject line and should be addressed to Cathy Stewart.

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*Studies have shown that women and people of colour are less likely to apply to jobs unless they meet every single qualification in the job posting. At RCA we are committed to creating a diverse and inclusive environment, so we strongly encourage you to apply even if you don't believe you meet every single qualification outlined. We are proud to be an equal opportunity employer and applicants will be considered for employment without regard to race, ancestry, place of origin, colour, ethnic origin, creed, gender, sexual orientation, age, marital status, family status or disability. Candidates for this role will be subject to the RCA screening process.*

**This position is supported by funding from Sport Canada.**