



Executive Director, Gordon Neighbourhood House

About ANHBC and Gordon Neighbourhood House

The Association of Neighbourhood Houses of BC (ANHBC) weaves together diverse communities to create a just, equitable and caring society, where people experience a sense of belonging.

ANHBC is the legal entity and umbrella organization made up of eight neighbourhood houses, an outdoor camp and central services. We operate more than 300 community-based programs and services for a diversity of participants. At ANHBC, we are committed to Truth and Reconciliation, decolonization and anti-racism. Together with community, we build strong and supportive relationships at welcoming and inclusive sites throughout Metro Vancouver. To learn more about ANHBC, please visit <http://www.anhbc.org>.

ANHBC is currently seeking an experienced executive who shares [ANHBC's values](#) to join our senior leadership team and provide leadership to <https://gordonhouse.org/> (GNH).

About You

As a future-oriented leader and strategic thinker, the successful candidate will demonstrate a proven record of strong leadership skills and an ability to work effectively and collaboratively with staff, leadership colleagues, volunteers and a volunteer Community Board, as well as funders, community partners and local groups, to achieve the organization's mission and vision, develop strategic directions, goals and plans, and execute plans.

About the Position

Working within the ANHBC senior leadership team, the Executive Director of GNH will report to the CEO of ANHBC with respect to operational and association-wide responsibilities and has a functional collaboration with the GNH Community Board with respect to the priorities at the local community level. The successful candidate will lead a self-motivated, compassionate and innovative team of about 40 staff, hundreds of volunteers and be responsible for an annual budget around \$1.7 million.

Qualifications:

- Demonstrated experience at a senior leadership level and a history of successful program/service provision at a similar sized organization, ideally in a not-for-profit environment.
- Relevant post-secondary education: an equivalent combination of education and experience will be considered.
- In-depth knowledge of the West End community.
- Strong strategic planning skills: must be able to connect vision, mission and strategic goals (organizationally and locally) and develop work plans to achieve them.
- Strong leadership and organizational development skills.
 - Broad knowledge and experience in place-based strategies, community development initiatives and programs/services that promote social justice & inclusion with diverse communities, including vulnerable populations.
 - Understanding of collaborative models, where accountability aligns with the CEO/Board while decision-making is distributed across a senior leadership team. Demonstrated experience in fostering collaboration, balancing central oversight with local autonomy, and promoting thoughtful, consensus-driven management and operational strategies.
- Demonstrated ability to nurture partnerships and collaboration with host nations and Indigenous neighbours in ways that are genuine and non-tokenistic, as reflected in ANHBC's Strategic Transformation Framework.
- The ability to write coherent proposals & reports & to articulate, reframe & present complex ideas and messages is essential.
- Experience in fund development and grant writing; knowledge and experience in donor engagement an asset.
- Excellent interpersonal skills and an ability to build and nurture internal and external relationships.
- Experience in human resource management, financial management, administration and program management, & evaluation.
- Knowledge of additional languages and cultures will be considered a great asset.

We encourage applicants to apply even if they do not meet all the outlined criteria; we value the overall presentation of skills and experience as part of our selection process. An in-depth onboarding process will be provided to support the successful candidate.

Hours & Location: This is a regular full-time position (35 hours per week, 5-day workweek) that requires a consistent in-person presence at GNH.

Salary & Benefits: Competitive benefits package including group medical and pension; salary range from 104K to 123K depends on skills and experience level.

We place a high value on diversity and inclusion. We encourage qualified individuals from all backgrounds and identities to consider applying for the position.

Closing date: **noon Friday December 13, 2024**, in confidence, to: **Email: elgreen@anhbc.org**.

*To help us track our recruitment effort, please indicate in your cover letter where you found this posting.
We thank and acknowledge all applicants and will proactively contact those selected for interviews.*

We acknowledge that our houses and camp operate on the traditional, ancestral, stolen and occupied lands of the Coast Salish people, represented by the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), Semiahma (Semiahmoo), qíçáy (Katzie), qʷa:ńáʔən (Kwantlen), səliłwetəł (Tsleil-Waututh), kʷikʷəłəm (Kwkwetlem), qíqéy̓t (Qayqayt), scəwaθən məsteyəxʷ (Tsawwassen), and Stó:lō Nations.