



Internal Expression of Interest (EOI)

Executive Director, Gordon Neighbourhood House Association of Neighbourhood Houses of BC (ANHBC)

About the Opportunity

We are inviting internal Expressions of Interest for the role of **Executive Director (ED) at Gordon Neighbourhood House (GNH)**.

This opportunity comes at an exciting time, as we continue to deepen our Strategic Transformation work and strengthen our place-based impact in the West End community. Gordon Neighbourhood House plays a vital role in convening community, fostering belonging, and advancing equity alongside a diverse and vibrant neighbourhood.

We are committed to creating space for emerging and established leaders within ANHBC to express interest, be seen, and be considered as part of our broader leadership development approach.

About the Role

The Executive Director is responsible for the overall leadership of Gordon Neighbourhood House, including:

- Stewarding relationships with the Community Board, staff team, and broader ANHBC leadership
- Leading place-based strategy and community development in the West End
- Supporting and sustaining programs, services, and partnerships
- Overseeing financial stewardship, including budgets and funding relationships
- Contributing to ANHBC-wide priorities, collaboration, and shared leadership

This role is deeply relational and requires a strong alignment with ANHBC's values, including our commitment to decolonization, shared leadership, and systems change.

What We're Looking For

We are seeking leaders who bring:

- Strong connection to community – particularly deep ties to the West End and understanding of its people, networks, and evolving needs
- Relational leadership – the ability to lead with compassion, curiosity, and humility
- Strategic thinking – the capacity to balance day-to-day operations with long-term vision and sustainability
- Collaborative approach – a commitment to partnership, co-creation, and working across the ANHBC network
- Alignment with ANHBC's Strategic Transformation – including a demonstrated commitment to decolonization and equity



Process & Timeline

- **EOI Posting:** April 1
- **Closing Date:** April 15, 2026
- **Review of EOIs:** Mid-April (with ANHBC leadership and Community Board representatives)
- **Anticipated Start:** May 1, 2026

As part of a thoughtful transition, there may be a short period of part-time support from the current ED to ensure continuity and a strong start.

How to Express Interest

If you are interested, please submit:

- A brief expression of interest (1–2 pages) outlining your interest in the role and relevant experience
- Any reflections on your connection to the West End community and readiness for this opportunity

Please send your expression of interest to Liz Lougheed Green at elgreen@anhbc.org by April 15, 2026.

Note on Our Approach

At ANHBC, we are committed to growing leadership from within. This process is not only about filling a role. It is also about creating visibility, opportunity, and pathways for leadership across our organization.

The current salary range for this role is \$107,034 to \$112,668 per year. We encourage anyone who feels called to this role to express their interest.