



Executive Director Opportunity

ABOUT THE ORGANIZATION:

Behavioural Health Foundation (BHF) provides long-term, residential programming for adults experiencing a variety of substance use, addiction, and co-occurring mental health disorders. BHF was Canada's first residential treatment facility for families with roots dating back to 1967. Today, BHF has a dedicated team that provides community-based services, programs, and care through a non-judgemental approach with a focus on honouring tradition and providing a safe and structured environment for "wholistic" healing. BHF provides person-centered, culturally aware substance use and co-occurring mental health treatment programs based on a behavioural health approach that focuses on healing for adults and families seeking to live healthy and rewarding lives. For more information, please visit: <https://www.bhf.ca/>

ABOUT THE OPPORTUNITY:

Reporting to the Board of Directors, BHF is seeking an Executive Director (ED) to provide leadership to a team of loyal staff and volunteers to achieve its goals and strategic objectives. The ED plays an integral role providing oversight of all day-to-day operational activities, financial health of the organization, diversification of funding opportunities, and visionary leadership that proactively and strategically positions the organization to best achieve its vision and goals. This community-driven leader will work with a variety of diverse stakeholders, act as a key spokesperson for the organization and excel in fostering internal and external relationships. The ED will help to create a strong future for the organization to meet the ongoing needs of mental health, substance use and addiction support in Manitoba. BHF is seeking an experienced leader, bridge-builder, and effective communicator that believes deeply in making a positive impact in their community and has the ability to motivate and inspire change.

KEY RESPONSIBILITIES:

- Play a lead role in formulating BHF's Strategic Plan, business strategy and executing the vision and goals to establish organizational objectives, manage risk and achieve optimal performance.
- Responsible for the oversight and evaluation of BHF's non-disease, trauma-informed, therapeutic community model of care, including cognitive-behavioural and/or solution-focused techniques.
- Be accountable for core functions including strategic planning, administration, cultural programming, human resources, financial stewardship, fund development and operational management.
- Learn and commit to the diverse traditional cultural values BHF provides and promote a welcoming environment with a deep appreciation of "wholistic" healing practices, programs, and therapeutic support, leading with dignity, respect, and compassion.
- Provide strategic day-to-day leadership and direction to staff and volunteers responsible for service delivery, cultural programming, and effective operations while responding to emergent strategic priorities as needed.
- Lead in the planning and execution of various programs and adjust to their needs they evolve.
- Identify new areas for collaboration, build integrated partnerships, and support overall advancement for BHF, including diversification of funding and stewardship of prospective donors.
- Continue to strengthen the community profile of BHF, foster relationships with key stakeholders and establish strategic community partnerships with allied organizations, the healthcare community, and government.
- Promote an anti-discriminatory core culture supportive of mental health and ensue an empathetic, safe atmosphere with a sense of belonging and "wholistic" care.
- Ensure compliance with all provincial licencing, accreditation and reporting requirements.

SELECTION CRITERIA:

- Post-secondary education in social services, business, or other relevant discipline; equivalent professional experience may be considered.
- Lived experience and awareness of mental illness and/or substance use.
- Successful track record and senior progressive leadership experience with the ability to mobilize and develop teams.
- Knowledge of current community-based addictions, counselling, and rehabilitative cultural programming best practices.
- Experience working in a non-profit setting including working with a Board of Directors.
- Excellent financial and business acumen with direct accountability for financial operations.
- Engaging and emotionally developed leader with exposure to a variety of human resource matters.
- Demonstrated ability to develop effective relationships with various internal and external stakeholders.
- Present and inspirational leader with the ability to coach, mentor, and influence.
- Ability to work on highly confidential and sensitive matters with tact and discretion, role modeling exemplary conduct.
- Exceptional interpersonal, communication, problem-solving and conflict management skills.
- Visible and approachable professional with a calm demeanour and compassionate nature.
- Knowledge of and experience with Indigenous communities, cultures and traditions and a demonstrated understanding of, and sensitivity to, working with a diverse population, coupled with a passion for mental health.
- Demonstrated understanding of Indigeneity, anti-racism, decolonization, inclusion, and anti-oppression, laws pertaining to Indigenous peoples including the Human Rights Code, and the application of those terms, frameworks, and legislations in an institutional context.

To apply to this opportunity, please send an updated resume and cover letter to Jen Sklar quoting project #24115 to jen@harrisleadership.com