

## **President and CEO**

Reporting to the IOG's Board of Directors, the President and Chief Executive Officer (CEO) provides the strategic and visionary leadership to the organization. Internally, the CEO is responsible for all aspects of the organization including financial management, human resources and organizational culture, board governance, programs growth, and ensuring that the organization remains focused on its mission and strategic priorities. The CEO works closely with the senior leadership team and the Board to ensure the organization's short- and long-term sustainability through the creation and execution of IOG's strategic and business plans. The CEO leads a highly professional team and enjoys mentoring and creating a culture that embraces teamwork and collegiality.

### **Specific Mandates**

Success for the next CEO will be a function of their ability to provide executive level leadership in these key areas:

**Strategic and Entrepreneurial Leadership** – The CEO will work with the IOG team, the Board and other stakeholders to develop initiatives that deliver demonstrable value and ensure the IOG's long term sustainability.

**Policy leadership and Vision** – The CEO will position the IOG to continue to deliver value through advancing better governance in the public interest that will have impact both domestically and globally and is the Chief learning officer that leads the research, learning and leadership, business line.

**People and Cultural Leadership** – The CEO will champion and nurture a team-oriented culture that is built on the principles of trust, engagement, empowerment, respect and inclusivity.

**Governance and Board Relations** – The CEO will play an active and highly engaged role with the Board, optimizing the value and contributions of individual board members.

**External Representation and Business Development** – The CEO will actively secure meaningful, strategic relationships, partnerships and business development and revenue generating opportunities with a range of stakeholders in government, industry, academia and civil society.

## The individual

As the ideal candidate you are an accomplished, collaborative and respected executive, looking to steer an organization through its next phase of growth and impact. Your career includes progressive roles in senior leadership positions, including experience with financial management, human resources, governance policies and procedures, managing senior relationships across public and private sectors and with revenue generating activities. You are adept at building and maintaining strong, collaborative relationships with a wide array of partners. The leadership style and attributes which will benefit the successful candidate include being inclusive and engaging, consultative and collaborative, an outstanding communicator, prepared to actively an advocate who fosters a responsive, dynamic and enterprising client service culture. Candidates must hold a degree from a recognized university, and a graduate level degree is considered an asset. The ability to communicate in both of Canada's official languages (English/French) is desirable.

While the Search Committee recognizes it is unlikely that any one individual will possess all the desired qualifications in equal measure, in addition to the above, the ideal candidate should have the following:

### Qualifications

- A university degree from a recognized university, preferably in a relevant discipline, e.g. public administration, public policy, business administration
- Progressive roles in senior leadership, ideally ten or more years of experience in a similar client service, revenue generating, and or learning and consulting environment
- An understanding and experience partnering with or marketing and selling services/programs to government and non-government enterprises.
- A demonstrated record in and knowledge of governance issues, research and best practice
- A strong network of contacts in and outside of government – international networks and experience would be a definite asset.
- Demonstrated record of success in organization building
- A proven track record as an effective manager in an environment emphasizing teamwork and collegiality
- Experience in management, administration, budgeting and financial reporting

- The capacity to manage complex projects in ambiguous and evolving environments.

### **Abilities and Attitude**

- A confident, passionate, credible and authoritative voice for good public governance and government
- An entrepreneurial spirit and results-orientation, prepared to actively step in when required to achieve the goal.
- A collaborative approach to supporting a Board of Directors and Committees
- Excellent communication and presentation skills, both orally and written
- Energy, initiative and determination.

A detailed job description is available for more information.

This is a unique chance to make a real leadership difference in Canada's public sector governance through a respected independent not for profit organization that is transforming itself with a new focused mission, mandate and brand. Come build a vibrant team and business with like-minded colleagues who share your vision and passion for good governance that benefits Canadians.

**Fixed term position (3 or 5 years) with option of renewal.**

### **About the IOG**

The IOG is Canada's independent organization dedicated to advancing and applying good public governance. Our passion is making public sector governance in Canada stronger, to serve Canadians better. At the IOG, we know how to apply good public governance structures, process, and practices that work for public sector organizations and the public services who work within them.

**To apply, please send your cover letter and your CV demonstrating how you meet the qualifications for the position to: [iogexechiring@iog.ca](mailto:iogexechiring@iog.ca)**



We are an equal opportunity employer and are committed to the principles of Employment Equity. We encourage applications from qualified applicants of all genders including visible minorities, Indigenous persons, and persons with disabilities. IOG is committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise [iogexehiring@iog.ca](mailto:iogexehiring@iog.ca) should you require any accommodation to participate in the recruitment and/or assessment processes.

We thank all applicants for their interest: only those selected for an interview will be contacted.