



Calgary Homeless  
FOUNDATION



**OPPORTUNITY PROFILE**

**CHIEF EXECUTIVE OFFICER**

## TOGETHER TO ZERO

Calgary Homeless Foundation (CHF) is a registered charity with a vision and mission to end homelessness in our city. As effective stewards of funding, CHF invests in community and in Calgary's Homeless Serving System of Care (CHSSC) to achieve desired outcomes and impacts (population, program, system) in a cost-effective manner. Providing Systems Level Leadership to CHSSC, CHF leverages research, data, system planning, coordination, and funding to address gaps and define best practices to improve outcomes and optimize client success. CHF leads with a collective impact framework and is committed to moving forward in partnership with all orders of government, public systems, homeless-serving agencies, the private sector, faith-based communities, foundations, and all Calgarians, to achieve Functional Zero homelessness in our city.

People experiencing homelessness are not homogenous; there must be a variety of programs, services, and levels of support that match their specific needs. With a \$60M annual programs and operating budget, CHF funds over 23 non-profit agencies delivering over 59 programs to meet the housing needs of Calgary's most vulnerable. CHF has recently finalized the development of a three year strategic blueprint and is committed to working with community and continually moving toward realizing our collective mission to end homelessness in Calgary.

For more information: [www.calgaryhomeless.com](http://www.calgaryhomeless.com)

### CALGARY HOMELESS FOUNDATION'S CORE VALUES

- **Catalytic Leadership:** We strive to find solutions with an intentionally innovative and creative mindset
- **Courageous Collaborators:** We seek out and leverage the positive power of collective wisdom
- **Evidence Inspired:** We are critical thinkers and embrace evidence to influence progress
- **Vision Dedicated:** We act with an inevitable belief that homelessness will be ended.

### THE OPPORTUNITY

Reporting to the Board, the CHF President & CEO (CEO) plays a critical leadership role in championing the "Together to Zero" strategic direction of the City of Calgary. This leadership role is high profile, requiring a seasoned and engaging leader with exceptional communication, influencing and relationship building skills. Key to their success will be a demonstrable ability

to quickly understand and successfully navigate the complexity and scope of stakeholder groups, strategic groups and alliances within the CHSSC, including corporate, not for profit, philanthropic, public systems, donors, community and all four orders of government

As a strong strategic thinker, the CEO will challenge conventional thinking in developing a vision for the future, while ensuring that CHF's strategic blueprint is

effectively executed with the leadership team and CHF employees.

A role model of the values, vision and mission; the CEO will challenge the status quo and enhance CHF's unique social enterprise model through visibility, innovation, evidence-based decision making and positive outcomes.

## ACCOUNTABILITIES AND DELIVERABLES

### Strategic and People Leadership

- Lead the development of the Foundation's strategic plan in partnership with the Board Chair for approval by the Board;
- Oversee the successful implementation of the strategic plan by monitoring and measuring, progress and outcomes;
- Conduct reviews to incorporate new learnings and emerging trends in community and government landscapes;
- Create a shared vision where staff have a sense of ownership and purpose aligned to organizational goals;
- Foster high standards of authentic and ethical leadership;
- Create a collaborative environment where staff are supported, enabled, and empowered to deliver excellence;
- Develop staff, establish performance measures and reviews, enable internal leadership succession capacity including a CEO succession plan that protects the organization and reduces risk;
- Lead organizational change within Board policy and focus on vision, mission, and values.

### Operational Leadership and Fiscal Management

- Identify and mitigate risks, implement controls, advise Board and act upon external audit items;
- Ensure the overall operation of CHF is in compliance with legislation, regulation, best practices, ethical and professional standards;

- Enforce CHF's policies and procedures that are aligned with Governance best practices;
- Maintain a sustainable operating model through base funding, fiscal restraint and appropriate control measures.

### Board Relations

- Support the Board and its Committees with timely and key information, organizational risks and access to management;
- Collaborate with the Board to offer education, communication, and training on relevant topics;
- Leverage the Board for the benefit of CHF for funding, government and community relations and donors;
- Attend meetings of the Board, Board Committees and Advisory Councils as ex-officio member;
- Support Board with prospect identification, cultivation and solicitation activities.

### Stakeholder and Government Relations

- Develop and maintain credible, influential and authentic relationships with stakeholder groups; including key public systems, academic institutions, four orders of government, non-government organizations, philanthropists, foundations and funders;
- Negotiate appropriate and strategic agreements and collaborations with community and public organizations;
- Maintain and grow positive relationships with new and existing donors, volunteers, and community members;
- Identify and support opportunities that build awareness of CHF, foster a culture of philanthropy, provide guidance, training, and support to any volunteers who serve as partners in fundraising activities;
- Where appropriate, participate on key regional, provincial, and national committees that relate to the work of CHF;

- Build and enhance a network with other leaders in the CHSSC sector.

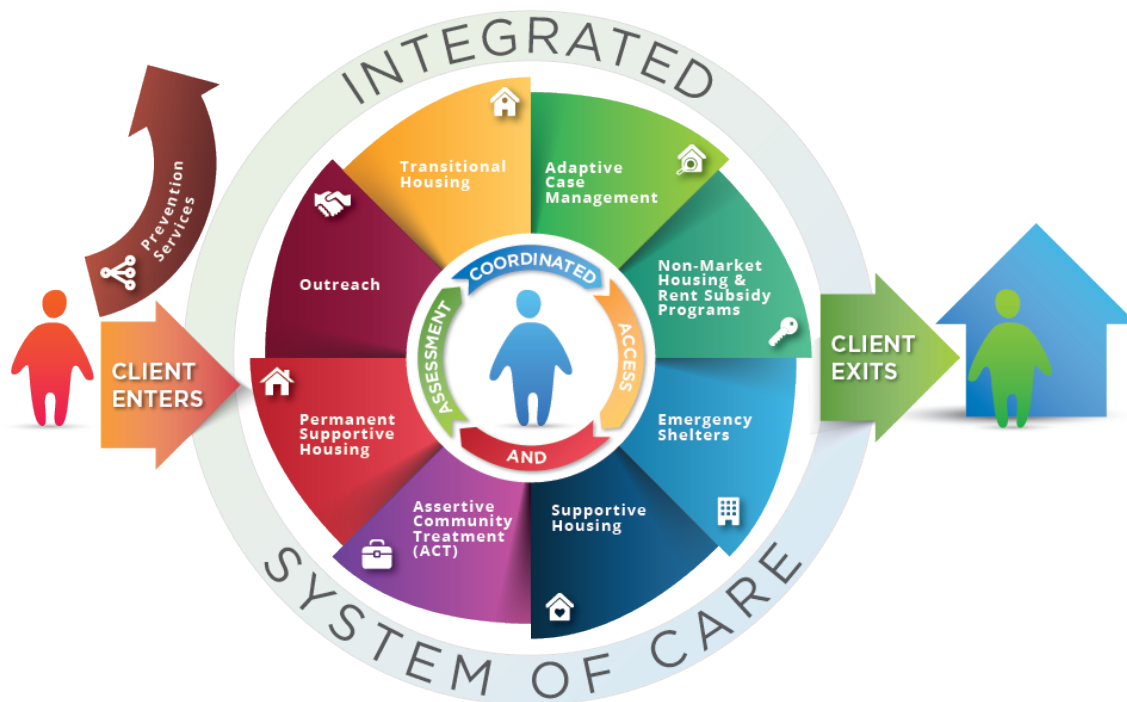
### Communications and Public Relations

- Develop a strategic communications plan for the Foundation to highlight HSSC, community needs and donor impact;
- Promote awareness of the issue of homelessness, the Foundation's role and progress and impacts in the community;
- Act as the key spokesperson and public face of the Foundation.

### THE PERSON

- A post-secondary degree combined with a commitment to ongoing professional development;
- 10+ years executive leadership experience and solid track record developed in a relevant sector; health, justice or social services, etc.;
- Experience overseeing the business functions of finance, communications, human resources, and information technology;
- Extensive experience building strong relationships with diverse groups (executives, government, community, staff);
- An understanding of board governance and a track record of working collaboratively with boards of directors.

## Calgary's Homeless Serving System of Care



## COMPETENCIES AND PERSONAL CHARACTERISTICS

The President and CEO requires the ability to connect, coordinate and transform system-to-system relationships to address the needs of vulnerable populations in Calgary.

- **Visionary and proactive:** highly creative and flexible; a conceptual thinker with a high degree of passion.
- **Collaborative and cooperative:** approach to working with others to gain respect, trust, credibility, and confidence.
- **Engaging and energetic:** exceptional strategist who thrives in a complex and political environment.
- **Ability to apply strategy to operations:** develop a plan and structure to sustain the CHF business model.
- **Results-driven:** agile perspective with a resourceful “make it happen” attitude and capacity to implement.
- **Politically astute:** understands the complex interplay between regional, municipal, provincial and federal politics.
- **Strategic perspective:** adopts a long-term view of CHF, sees the whole picture in complex situations.
- **A confident public speaker:** accessible to diverse stakeholder groups who can effectively communicate, capture and call people to action. Ability to represent the organization to the media when needed.

## COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

### FOR INFORMATION: PLEASE CONTACT

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