



## Job Advertisement

### **MakeWay – President & Chief Executive Officer**

**Vancouver, the main location of [MakeWay's five offices](#), is located on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Sk̓wx̓wú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations. The term "unceded" acknowledges that the Musqueam, Squamish, and Tsleil-Waututh peoples never gave up their land to the Crown**

In 2000, a small group of changemakers and philanthropists asked: how can we foster a healthy planet and a just society? They created MakeWay (then Tides Canada)—a national charity and public foundation—to provide innovative supports for environmental and social change initiatives across the country. MakeWay's journey began on the west coast and has grown into a movement spanning coast to coast to coast, fostering incredible partnerships and diverse programming along the way. Today, it holds deep trust-based relationships in small towns and big cities from Iqaluit to East Scarborough. To its partnerships, it brings a nimble "Swiss Army Knife toolkit" of expertise and solutions that support community-led transformation. It is clearer than ever before on its purpose and strategic priorities. MakeWay has over 450 staff team members working in almost every province and territory in these lands known as Canada. Each year, MakeWay mobilizes approximately \$14 million in grants to more than 300 community partners. In partnership with many, MakeWay is building momentum towards a world where nature and communities thrive together.

It is within this context that MakeWay welcomes applications and nominations for the appointment of its **President & Chief Executive Officer**, who will assume the role in Spring 2025.

Reporting to the Board of Directors, the President & Chief Executive Officer ("CEO") provides visionary leadership for MakeWay, guiding the organization through evolving economic, political, social, ecological and philanthropic shifts. The CEO will be tasked with creating, presenting, and then implementing MakeWay's next

strategic plan. They are also responsible for the organization's financial health and the effective management of its resources in alignment with its mission. Working with a dedicated senior leadership team, the CEO will be entrusted with upholding the organization's culture, where "daring" and "reliable" can co-exist through innovation and continuous learning. This will involve fostering an environment that encourages reflection, thoughtful intentionality, and program evaluation. MakeWay's culture of trust, collaboration, and respectful, constructive dialogue requires an experienced people leader who can rally a team behind a shared vision. Externally, the CEO will advocate for public policies and an enabling environment that align with MakeWay's mission and contribute to systemic change. They will represent the organization at high-profile events and through media engagements. The CEO has ultimate responsibility for MakeWay's short- and long-term viability and will be actively engaged in executing its fundraising strategy through cultivating relationships with a wide array of donors and designing new approaches to secure sustainable funding through grants and partnerships that will grow MakeWay's place-based grant making programs, capacity strengthening work and Shared Platform.

As the ideal candidate, you bring an established, progressive track record in senior leadership roles, including the ability to motivate, recruit, develop, and retain highly engaged, passionate and mission-driven teams that are multigenerational and diverse. You have strong financial and budgetary acumen, including experience managing large and complex budgets; knowledge of participatory grant making processes, relevant charity regulations, and CRA guidelines is considered an asset. Colleagues recognize your proven experience cultivating relationships with donors, as well as your skill in building and sustaining strong relationships with public sector organizations, Indigenous governments, community leaders, and international constituencies. Your strategic communications experience includes enhancing organizational visibility, creating thought leadership, articulating strategy, and developing programs focused on systems change. You also have experience acting as a spokesperson for an organization. As a seasoned senior leader, you are well-versed in governance best practices and have experience reporting to, working with, or being a member of a voluntary board of a complex charitable organization. Candidates must be dedicated to MakeWay's vision and values and demonstrate a commitment to advancing models of decolonization,

truth and reconciliation and Justice, Equity, Diversity, and Inclusion principles.

To learn more about this impactful leadership opportunity with MakeWay, please submit a comprehensive resume along with a cover letter in confidence to Jane Griffith ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) and/or Robin Noftall ([robin@griffithgroup.ca](mailto:robin@griffithgroup.ca)) or visit <https://griffithgroup.ca/makeway-president-ceo/>

**Salary Range and Compensation Package:** \$200,000-250,000, commensurate with experience. The total compensation package includes a comprehensive employer-paid benefits package, year-end RRSP contribution, \$500 professional development fund, 4 weeks paid vacation plus statutory holidays, and 10 sick/personal days. MakeWay also provides remote and hybrid work options with a flexible work environment, including a winter office closure, 9-day summer fortnight program, and Substitution Statutory Holiday policy.

**Location/WFH:** As part of the hybrid work environment, the candidate must be able to work from a MakeWay office in Toronto, Vancouver, or Yellowknife at least one day a week.

MakeWay welcomes and encourages applications from all qualified individuals, including, but not limited to women, Indigenous persons, racialized persons, persons with disabilities and persons of all sexual orientations and/or gender identities.

**All qualified candidates are welcome to apply; however, priority will be given to those legally eligible to work in Canada.**

MakeWay and Griffith Group are committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Jane Griffith ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) should you require any accommodation to participate in the recruitment and/or assessment processes.