

tearfund

Canada



Opportunity Profile

CHIEF EXECUTIVE OFFICER
TEARFUND CANADA

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Tearfund Canada is seeking a driven and relational leader with a gifting in strategic planning to join their team as Chief Executive Officer.

Tearfund Canada is a Christian not-for-profit organization dedicated to its vision to see people freed from poverty, living transformed lives and reaching their God-given potential. The CEO of Tearfund Canada is passionate about accomplishing this through partnering with the church to bring restoration to those living in poverty and need. Reporting to the Tearfund Canada Board, the CEO of Tearfund Canada provides visionary leadership to the organization in the areas of strategy, mission growth, diversified revenue development, team and culture leadership and operational excellence. The President & CEO is responsible for developing and directing the overall ministry of Tearfund Canada and leading a high-performance team of gifted leaders.

If you are an executive leader with strong fundraising, communication and donor care experience, and you have a deep passion for bettering the lives of the poor and oppressed, we would love to connect with you!





OUR STORY

Tearfund Canada is a partnership of Christians passionate about ending poverty. We're following Jesus where the need is greatest; working through networks of local churches across the Global South to unlock people's potential and help them to discover that the answer to poverty is within themselves.

Committed to the example and teaching of Jesus, we recognize that people have deeply interconnected material and spiritual needs. We seek to meet those needs by working through local Christian networks across Africa and Asia - primarily through the churches and faith-based organizations who are at the heart of their communities.

Tearfund Canada is part of the worldwide family of Tearfund organizations. Tearfund Canada implements excellent relief and development projects every year in 9 countries in Africa and Asia through long-term, church-based partners.

We raise funds from individuals, businesses, foundations and churches, as well as from Global Affairs Canada, and leverage them through our membership in the Canadian Foodgrains Bank. Tearfund Canada serves as the official relief and development partner of 7 denominations and many independent churches.



OUR VISION

To see people freed from poverty, living transformed lives and reaching their God-given potential.

OUR VALUES

- Following Jesus – follow Jesus where the need is greatest.
- Church based –implement programs through local church partners.
- Holistic –bring physical, social, emotional and spiritual restoration, along with economic relief.
- Collaborative –support national leaders and communities in realizing their dreams.
- Long term – build capacity for sustainable change in local communities.

KEY RESPONSIBILITIES

- Model servant leadership to all engaged in Tearfund Canada activities; demonstrating integrity and accountability both professionally and personally.
- Provide overall strategic leadership for the organization; facilitate the implementation of the strategic plan as approved by the board.
- Demonstrate passion for the role and compassion for those Tearfund Canada serves.
- Report regularly to the board on the organization's overall health - including threats and opportunities - that may limit or improve its ability to meet strategic and operational objectives.
- Ensure all legal requirements of Tearfund Canada as a charitable organization are met. Mitigate risks by ensuring required policies and practices are in place, communicated and applied.
- Develop and manage the organization's budget and ensure Tearfund Canada is consistently operating within its means.
- Ensure fundraising processes are in place alongside other diversified revenue generation mechanisms. Responsible for the maintenance and growth of the annual revenue of the organization.





- Ensure that excellent communication and cooperation is maintained between Tearfund Canada and other member organizations of the global Tearfund family.
- Serve as the “face” of the organization, positively representing Tearfund Canada to donors, partners, government agencies, staff, volunteers and all stakeholders.
- Build and support a strong Senior Leadership Team.
- Encourage and facilitate professional growth and development of all members of the Tearfund Canada staff, and create a thriving work culture.



STRATEGIC PRIORITIES

- Support the Tearfund Canada Board in their work of upholding the vision and core values of the organization.
- Support the Senior Leadership Team in the execution of the current Strategic Plan through 2025.
- Support staff wellbeing, spiritual and leadership development through healthy interactions, and ensure the team remains focused and aligned around core values.



CORE COMPETENCIES

- Collaborative and faith-based leadership style.
- Humility and authenticity.
- Professionalism.
- Passion for ministry and serving others.
- Entrepreneurial mindset and growth orientation.
- Networking and relationship building abilities.
- Decision making skills using data, sound judgment, reasoning and discretion.
- High emotional intelligence.
- Excellent verbal and written communication skills.
- Active listening skills. Seeks to understand and able to resolve conflict.
- Partner focus and relationship building abilities.
- Effective planning, organizing and prioritizing skills.
- Accountability and dependability.
- Critical thinking and problem-solving abilities.
- Financial management and budgeting skills.
- Strong computer skills including video conferencing, Google Suite and CRMs.
- Sociable and has a sense of humor that cultivates a warm, fun team culture.

QUALIFICATIONS

- Committed to a holistic gospel approach and the role of compassionate ministry in the life of the Christian. Committed to seeking justice for those in poverty. Supportive of relief and development as Christian outreach. Must be willing to sign the Tearfund Canada Statement of Faith and Lifestyle Statement.
- 5+ years of senior leadership/management experience, leading a team of other leaders. Previous exposure to the relief and development sector, preferred.
- University degree in a relevant field such as business, international development, theology, education, fundraising or ministry leadership.
- Demonstrated experience in business development with measurable results. Highly motivated toward achievement and surpassing prior goals.
- Experience in business process and/or business optimization; having worked or been exposed to the administrative and accounting functions of an organization. Must have financial management and budgeting experience with a similarly sized organization.
- An understanding of the complexities and pain points of the back office in a charitable organization, preferred.
- Previous experience facilitating the development and implementation of a strategic plan.
- Able to travel internationally.
- Experience reporting to and collaborating with an engaged board, preferred.
- Demonstrated ability to build trusted and cooperative relationships with internal and external stakeholders.

OUR SEARCH TEAM



shawn@nelsonandkraft.com
604.614.2665

SHAWN PLUMMER LEADING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. His career has led to deep relationships and respect within his broad network of non-profits and businesses globally and across Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.



mark@nelsonandkraft.com
778.982.4427

MARK KRAFT SUPPORTING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Markham, Ontario (preferred, but open to hybrid or remote)

Application Deadline: March 7, 2024

Short List Interviews: April 2024

Start Date: TBD

Salary Range: \$135,000 - \$155,000

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.