



IMPROVING
PERFORMANCE,
RECOGNIZING
EXCELLENCE.

LEAD OUR TEAM: PRESIDENT

**Your next opportunity
and challenge**

If you are looking for an opportunity to make an impact by driving growth in a highly respected non-profit organization, you have found your next challenge! In this role you will build on a long history of supporting Canadian organizations in their pursuit of excellence to strengthen our country and our economy.

ABOUT EXCELLENCE CANADA

Growing out of the Canadian Awards for Business Excellence established by Industry Canada in 1984, the National Quality Institute was founded in 1992 and renamed Excellence Canada in 2011.

Excellence Canada is an independent not-for-profit dedicated to advancing organizational performance across Canada. Since its inception, Excellence Canada has helped thousands of non-profit, private, and public sector Canadian organizations pursue improved performance through successfully implementing continuous improvement systems and employee engagement and organizational health strategies. Excellence Canada administers the Canada Awards for Excellence to recognize organizations that have pursued and achieved excellence in a range of categories.

As Canadian organizations emerge from the COVID-19 pandemic to face the challenges of a changing economy and a tightening labour market, the pursuit of excellence is more important than ever. Excellence Canada is poised to bring its expertise to expand its impact on the Canadian economy through working with even more organizations.





CELEBRATING
40
YEARS IN 2024



50+
CORPORATE &
PUBLIC SECTOR
PARTNERS



600+
CANADA AWARDS
FOR EXCELLENCE
RECIPIENTS



250+
CANADIAN BUSINESS
EXCELLENCE
AWARDS RECIPIENTS

MAKING AN IMPACT THROUGH COLLABORATIVE PARTNERSHIPS

With over 50 corporate and public sector partners, Excellence Canada's in-house team of learning, wellness, assessment, and adjudication experts leverage their deep experience and knowledge to collaborate with partner staff and drive organizational change and improvement. Our success is built on our partners' success.



MORE ABOUT THE OPPORTUNITY

Excellence Canada is at a key juncture in its development. Visionary leadership and solid execution will be critical as the organization seeks to expand its impact.

What you will do

Working closely with other leaders with support and engagement from the Board, you will be focused on building the organization's long-term sustainability and impact.

To accomplish this, you will need to:

- Sustain the current financial viability of the organization.
- Align the people, organizational structure, processes, and technology to successfully deliver on the newly created strategy.
- Evaluate the viability of current service offerings and drive ongoing change to ensure differentiation in the marketplace for Excellence Canada products and services.
- Facilitate team development and model company culture, values, and behaviour.

In the President role, you will provide executive leadership to drive the definition and execution of a growth and expansion strategy:

- Quickly earn the trust and respect of the Board, current leadership, and employees; align the team on critical current priorities.
- Bring a big picture view to drive the development of a three-to-five-year strategy to ensure sustainable growth, and initiate implementation.
- Foster a positive and innovative atmosphere and be an agent of change to spur the development and launching of new product/service offerings.
- Maintain and grow the partner ecosystem.
- Be alert to changing situations, show flexibility in your approach, adaptability in difficult circumstances and continuously strive to move the organization forward.

WHAT WE EXPECT YOU TO BRING TO BE SUCCESSFUL IN THIS ROLE:

We are looking for a candidate who:

- Brings the drive to lead the development of a new vision for the future and pilot the organization's transformation.
- Highly values people and is focused on their development and growth.
- Has proven success in driving improved financial results and growth through increased technology adoption, process improvement and organizational scaling.
- Builds trusting relationships with stakeholders, including employees, external partners, and the Board.
- Understands and anticipates emerging trends and opportunities to sustain momentum and manage organizational risks.
- Has excellent communication skills.
- Is well versed in planning and project management methodologies.
- Is proficient in the application of change management approaches to support transformation and change.



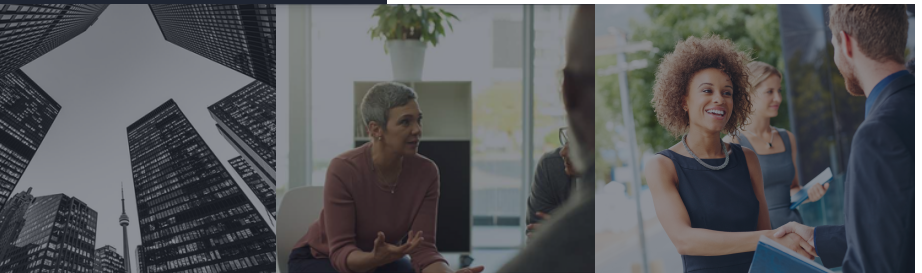
YOUR EDUCATION & EXPERIENCE

You have:

- A bachelor's degree in business administration, commerce, or another relevant discipline.
- A minimum of ten (10) years in a senior leadership role driving organizational success.
- Been actively involved in developing and executing broad/national growth strategies in a relevant sector.
- Experience developing and launching new products/services in a relevant sector.
- A strong track record of being able to successfully drive change in organizations while managing diverse and sometimes competing stakeholders.
- Held accountability for operations, preferably in the professional services, education, or non-profit sectors.
- Experience and expertise in understanding and applying technology to support strategy execution and scaling for growth.

What you can expect from us

Your success is our success. We are committed to rewarding your success through competitive base salary, short term incentives and rewards, ongoing leadership development, coaching and mentoring and the chance to work with a talented team with a wide range of experience.





HOW DO I APPLY FOR THIS POSITION?

Stratford Group is partnering with Excellence Canada in leading the executive search for the President position. If you have questions about this opportunity or wish to have a confidential discussion about your candidacy, please connect with Neil Crawford at neil.crawford@stratford.group or 647-294-7428. Neil Crawford is a Director of Excellence Canada and Chairs the HR & Governance Committee.

Applications (CV and Cover Letter) should be sent with the subject line Excellence Canada - President Application. In your cover letter, you should clearly demonstrate how you meet the requirements of the role and the value you will bring to the organization.

Excellence Canada welcomes and encourages applications to neil.crawford@stratford.group. We wish to thank all applicants for their interest and effort in applying for this position. Only candidates selected for interviews will be contacted. Accommodations are available on request for candidates taking part in all aspects of the selection process.