



Chief Executive Officer

ASSOCIATION OF NEIGHBOURHOOD HOUSES OF BC

Vancouver, BC

Reporting to the Board of Directors, the Chief Executive Officer (CEO) role at ANHBC presents a rare and compelling opportunity to lead one of British Columbia's most impactful community-based organizations at a pivotal moment in its evolution. As the current CEO plans to depart in spring 2026, the incoming CEO will steward a thoughtful and intentional leadership transition while helping to shape ANHBC's future direction.

The CEO is responsible for providing overall leadership and direction to ANHBC, ensuring the organization's long-term sustainability, financial health, and strategic impact. Working in close partnership with the Board, the CEO will help set vision and strategy, support effective governance, and ensure ANHBC remains aligned with its purpose and values in a rapidly evolving social, economic, and funding environment. The CEO will lead ANHBC Central Services and provide oversight and support to the Executive Directors of the neighbourhood houses and camp, balancing a consent-driven, grassroots culture with the need for clarity, accountability, and organizational agility.

In addition to overseeing operations and financial stewardship, the CEO will serve as ANHBC's primary ambassador and advocate. This includes continuing to strengthen relationships with governments, funders, Indigenous partners, sector peers, and community stakeholders; advancing the profile and influence of the Neighbourhood House movement; and identifying opportunities for collaboration, growth, and innovation. The CEO will play a critical role in navigating complexity, leading change thoughtfully, and cultivating trust-based relationships across a diverse network of stakeholders.

The ideal candidate is a values-driven, relational, and strategic leader who is motivated by purpose and community impact. Recognized as credible and trusted, the CEO will bring senior executive experience within a large, complex, community-based or federated organization; ideally one with a strong grassroots culture. They will have demonstrated success working closely with a Board of Directors, leading through influence, and aligning diverse perspectives toward shared outcomes. A confident and authentic communicator, the candidate will be comfortable representing the organization publicly and advocating for issues aligned with ANHBC's mission, including equity, community wellbeing, and Truth and Reconciliation. They will bring strong business and financial acumen, experience navigating funding complexity, and the ability to balance long-term vision with operational discipline, while leading the organization through a continuous process of strategic transformation. Above all, the CEO will demonstrate empathy, humility, and leadership courage; able to make difficult decisions when required while bringing people along through transparency, listening, and trust.

Competitive benefits package including group medical and pension; salary range from \$210,000 - \$230,000 depending on skills and experience level. The Association of Neighbourhood Houses of BC is an equal opportunity employer. We place a high value on equity, diversity and inclusion. We encourage individuals who are Indigenous, Black, and People of Colour (IBPOC), individuals with disabilities, and members of the LGBTQIA2S+ communities to consider applying for the position.

If you are motivated to lead an organization with deep community roots and province-wide impact, please submit your credentials to **Shelina Esmail** and **Shaun Carpenter** at www.pfmsearch.com.

The Association of Neighbourhood Houses of British Columbia (ANHBC) is a provincial non-profit organization that operates more than 500 community-based programs and services throughout the Lower Mainland. Through eight neighbourhood houses and one camp, ANHBC and its member Houses and Camp serve more than 100,000 people annually. ANHBC's programs span early childhood education and childcare, seniors' services, counselling, settlement and newcomer supports, housing, food security, youth programming, and community development.

Rooted in a deeply held commitment to community, equity, and social justice, ANHBC operates with a strong grassroots ethos, recognizing the "power of the collective" in building inclusive, resilient communities. At the same time, ANHBC plays a critical backbone role for its Houses and Camp, managing central services, providing strategic leadership, advocacy, and systems that enable communities to thrive. The organization works collaboratively with governments, funders, Indigenous partners, community organizations, and strategic partners, including the Alexandra Foundation, to advance its mission of building strong, connected communities where people belong and thrive.



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