

Chief Executive Officer

BC SPCA

Vancouver, BC

Due to a planned retirement, the BC SPCA is seeking an inspiring Chief Executive Officer to lead the organization into its next chapter. Reporting to the Board, the CEO will lead the team to achieve the goals set out in the 2025–2030 Strategic Plan, positioning the Society as a catalyst for change that tackles the root causes of animal suffering while remaining a safety net for the province's most vulnerable animals. As the face of the organization, you will deepen relationships with provincial and municipal governments, First Nations, donors, partners and communities, and champion a dedicated team. This is a rare opportunity to lead one of BC's most beloved and respected institutions, and shape the future of animal welfare.

As the ideal candidate, you are:

- A relationship builder and authentic communicator who earns and builds trust with provincial and municipal government, First Nations, donors, employees, volunteers, partners, and communities across BC.
- A strategic, operationally grounded leader with strength in revenue generation, employee and volunteer resources, technology, and facilities.
- A change leader who challenges the status quo, drives innovation and continuous improvement, and makes tough decisions with confidence.
- An emotionally intelligent and empathetic leader who listens, stays composed under pressure, mentors future leaders, and champions volunteers.
- An experienced advocate with a proven track record in provincial government relations and the confidence to excel in high-profile settings.
- An effective governance partner who works collaboratively with the Board.
- Deeply aligned with the BC SPCA's mission and strategic commitment to preventing animal suffering, protecting the most vulnerable animals, and building a sustainable organization.

You bring senior executive experience leading a large, multi-site, multi-program organization through change. Direct animal welfare experience is not required, but a genuine commitment to the cause is essential.

The targeted salary range for this position is $265,000 - $300,000 annually, supplemented by a competitive total rewards package. The BC SPCA's provincial office is based in Vancouver, but it is expected that the CEO maintains an ongoing presence throughout the regions.

If this is the next step in your professional career, please visit our website and submit your application to **Allison Rzen** and **Jennifer Madden** at www.pfmsearch.com.

Founded in 1895, the BC SPCA is one of British Columbia's most trusted and recognized charities, is the largest animal welfare organization in North America, and is one of the largest and most comprehensive organizations of its kind in the world. With more than 35 locations, 600 employees and 3,200 volunteers, the Society helps over 167,000 animals every year through rescue, sheltering, veterinary care, protection, education, and advocacy. Its vision is simple and bold: animals and people thriving together.

BCSPCA

PFM EXECUTIVE SEARCH

PFM Executive Search
Tel 604.689.9970 | Toll-Free 1.800.864.9970
Suite 510–999 West Hastings Street
Vancouver, BC V6C 2W2
www.pfmsearch.com