



# Chief Executive Officer

## OPTIONS COMMUNITY SERVICES SOCIETY

### Vancouver, BC

A rare opportunity exists to lead this highly respected, multi-service agency that has been supporting community members for over 50 years. Reporting to the Board Chair and accountable to the Board of Directors, the Chief Executive Officer provides overall leadership, vision, direction and operational management to achieve Options' strategic goals related to service delivery, people and culture, collaborative partnerships, and operational sustainability. Working in collaboration with and through the Executive Leadership Team to provide clear guidance and support to Options' 600+ staff and as many as 300 volunteers, the CEO will motivate and empower the team to achieve their best work. The CEO is also the primary spokesperson and lead relationship builder, promoting awareness of programs and goals, and cultivating and maintaining mutually beneficial relationships with key external partners including donors, funders, and community members.

The ideal candidate is an experienced, credible, and reliable professional who is passionate about Options' mission, and able to lead the organization with excellence and with the client at the centre. The CEO brings a demonstrated ability to set clear direction, develop long-term vision, and drive growth while addressing organizational gaps and evolving needs. With extensive experience ideally in the non-profit sector, they have navigated the complexities of multi-service program delivery, funding streams, and government and other agency partnerships, ensuring alignment with the organization's mission. Known for building strong relationships with diverse stakeholders, the CEO is a visible and trusted advocate, deeply attuned to local needs and dynamics. A people-centered leader, they foster an empowering, inclusive workplace culture that values staff input, promotes cohesion, and attracts and retains top talent. In addition, the ideal candidate is committed to equity and integrity, and champions reconciliation, diversity and inclusion across all levels.

*The targeted salary range for this position is \$225,000 - \$250,000 annually, supplemented by a competitive total rewards package.*

This is an opportunity to have meaningful impact in the lives of some of the community's most vulnerable members. 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](http://www.pfmsearch.com).

*Options Community Services and Habitat Housing Societies (together as "Options") are non-profit registered charities providing a multitude of social services on the unceded territories of the Coast Salish peoples including Kwantlen, Katzie, Matsqui, Musqueam, Semiahmoo, Tsawwassen, Kwikwetlem and the Sto:lo Nations – territory that is commonly known as Surrey, Delta, White Rock and Langley. Options believes in helping people help themselves. They believe in collaborating with individuals, businesses, community groups and government to create focused, effective and responsive resources for the community. It is critical that Options' services empower freedom of thought and opinion in an environment of mutual respect, and all programs, activities, and interactions are enriched by accepting each other as we are and by celebrating our uniqueness as well as our commonality. They envision a healthy community as a safe and clean environment where everyone has a sense of belonging. It is a place where everyone has the opportunity to work and learn and to develop and realize goals that are meaningful and fulfilling.*



**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](http://www.pfmsearch.com)