



Executive Profile



Chief Executive Officer

About Boys and Girls Club London



For more than 70 years, BGC London has provided safe, supportive places where children, youth, families, and seniors can experience new opportunities, overcome barriers, build positive relationships, and develop confidence, leadership, and skills for life. What began in 1956 as a small Boys' Club serving 40 youth has grown into one of the largest physical Club facilities in Canada, supporting thousands of individuals through recreation, education, wellness, leadership, and community-based programs.

Today, BGC London operates with a vision that all members of the community discover and achieve their dreams to be healthy, successful, and active participants in society. The organization is guided by values of Belonging & Inclusion, Respect, Encouragement & Empowerment, Working Together, and Speaking Out.

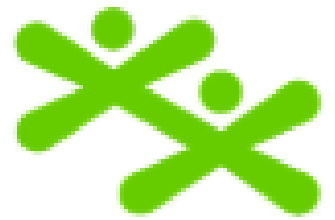
BGC London's impact extends beyond programs and services. It serves as a vital community hub, bringing together youth, families, seniors, volunteers, government partners, funders, and community organizations to create opportunities and strengthen lives.

The organization is supported by two boards: the BGC London Board of Directors and the Boys and Girls Club of London Foundation Board, each playing a distinct role in governance, fundraising, stewardship, operations and strategic direction.

Our Core Values:

- **Belonging & Inclusion:** We foster a safe and welcoming environment where everyone feels valued, accepted, and connected.
- **Respect:** We ensure every individual is heard, valued, and treated fairly with dignity and compassion.
- **Encouragement & Empowerment:** We support people in exploring opportunities, developing confidence, and achieving their goals.
- **Working Together:** We believe collaboration with participants, families, volunteers, partners, funders, and the broader community creates stronger outcomes.
- **Speaking Out:** We advocate for children, youth, families, and seniors while working to create positive social change in our community.

About the Role



As BGC London seeks its next Chief Executive Officer, the organization has a unique opportunity to build on its strong community impact while strengthening strategic leadership, community partnerships, financial sustainability, and stakeholder engagement to shape its future and continue changing lives across the region.

Position Overview

The Chief Executive Officer serves as the senior leader of BGC London and the Boys and Girls Club of London Foundation. Reporting directly to both Boards, the CEO is responsible for advancing the organization's mission, vision, strategic priorities, and operational objectives. The CEO provides organizational leadership while ensuring financial sustainability, strong governance, community impact, and the effective utilization of resources. The successful candidate will act as the key liaison between the Boards and the organization, ensuring that strategic priorities are translated into meaningful outcomes and measurable impact for the communities BGC London serves.



Core Responsibilities



Leadership & Strategic Direction

Provide visionary leadership by aligning strategic priorities, operational plans, and organizational outcomes, while fostering accountability, collaboration, innovation, and continuous improvement. Work with the Board and senior leadership to establish measurable priorities, monitor progress, and adapt plans as organizational needs evolve.

Governance & Board Relations

Serve as the primary advisor to the Boards of Directors, fostering transparent and productive relationships while supporting effective governance through strategic guidance, policy implementation, reporting, and timely information. Attend Board, Committee, and Annual General Meetings and maintain strong communication with Board leadership.

Operational Excellence

Oversee efficient operations across facilities, programs, administration, and services, ensuring program quality, organizational effectiveness, regulatory compliance, and effective resource allocation to meet evolving community needs.

Financial Leadership & Organizational Sustainability

Provide executive leadership over budgeting, forecasting, financial reporting, cash flow, risk management, and multi-year sustainability planning. Partner with the Boards, staff, and stakeholders to strengthen fundraising and diversify revenue, address financial pressures, prioritize investments, and build long-term organizational resilience while ensuring responsible stewardship of public, donor, funder, and organizational resources.

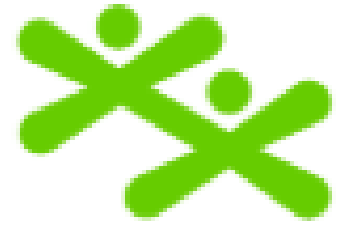
People Leadership

Recruit, develop, coach, and retain a high-performing team while fostering an engaged, service-focused culture aligned with BGC London's values. Build a cohesive senior leadership team with clear responsibilities and shared accountability, while strengthening employee communication, engagement, leadership development, succession planning, and organizational capacity.

Community Relations, Advocacy & Partnerships

Serve as BGC London's chief spokesperson and ambassador, building strong relationships with government, funders, community partners, donors, volunteers, and stakeholders. Partner with the Foundation Board and organizational leadership to strengthen fundraising, donor engagement, and revenue diversification, while representing the organization in public forums, partnership initiatives, and community leadership activities.

What You'll Need for Success



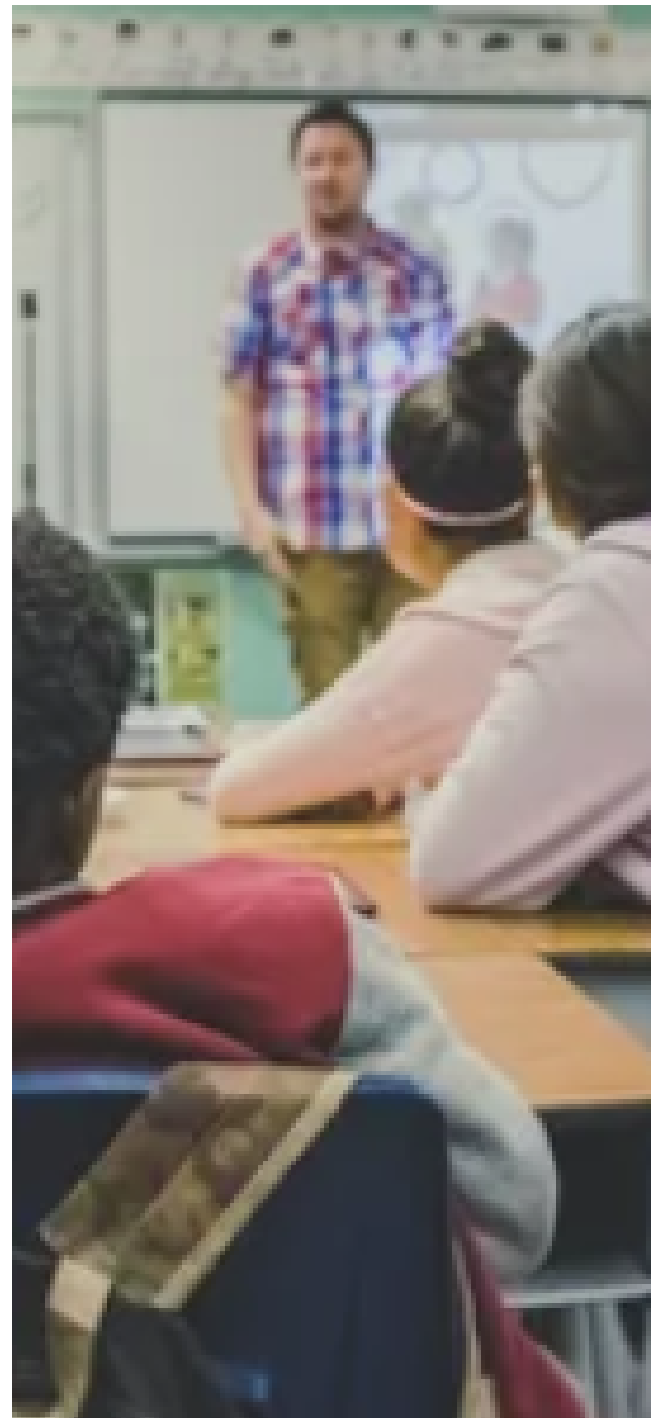
The Board is seeking an authentic and trusted leader who leads with integrity, transparency, consistency, and follow-through, while building credibility and strong relationships across the organization and community.

The ideal candidate is a collaborative, humble, and people-focused executive who listens, values diverse perspectives, and brings people together around shared goals. They combine strong financial acumen with sound resource management and the ability to identify and pursue opportunities for sustainable growth.

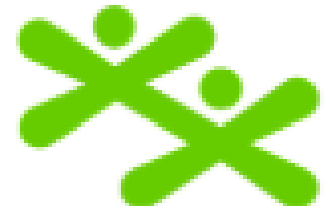
They are an effective and inspiring communicator who builds trust, instills confidence, champions collaboration, and can engage employees, stakeholders, and community partners around BGC London's mission and priorities.

Education & Experience

- Post-secondary education in business administration, public administration, social sciences, nonprofit leadership, finance, human services, or a related discipline.
- Progressive senior executive leadership experience within a nonprofit, community service, health, human services, public-sector, or similarly complex multi-stakeholder organization.
- Demonstrated success working directly with Boards of Directors and supporting governance effectiveness, strategic planning, policy development, and organizational oversight.
- Strong marketing and public relations experience, with the ability to engage a wide range of stakeholders.
- Experience leading complex organizations involving multiple stakeholders, funding sources, and service streams.



Why join BGC London



BGC London offers the opportunity to lead a respected, community-focused organization and make a meaningful difference in the lives of children, youth, families, and communities while shaping its next chapter of growth and impact.

- Lead an organization with a strong community presence and meaningful social impact.
- Work alongside a committed Board, leadership team, staff, volunteers, and community partners.
- Help shape the future of youth development, community services, and programs across the region.
- Influence organizational strategy, sustainability, partnerships, and long-term growth.
- Build on a culture grounded in collaboration, inclusion, accountability, and service.
- Make a lasting difference in the lives of children, youth, families, and the broader community.

**Base Salary Range:
\$160,000 to \$175,000**

**Comprehensive benefits package,
including:**

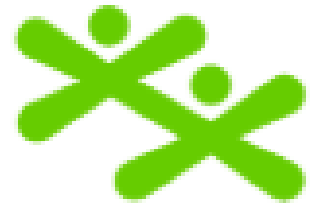
- Group benefits, inclusive of medical, dental and life insurance
- RRSP matching program

**4 weeks of vacation, along with paid
personal days**

**Memberships & subsidies for Boys and
Girls Club programming**



Is This the Leadership Opportunity You've Been Building Toward?



If we've piqued your interest, we encourage you to contact us to learn more. If you're already "all in", we would welcome you sending us a cover letter and resume in a single document to recruiting@ahria.ca.

Boys and Girls Club London is committed to fostering a diverse, equitable, and inclusive workplace where all individuals feel welcomed, valued, and supported. Accommodations are available throughout the recruitment and selection process in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Applicants requiring accommodation are encouraged to make their needs known and will be supported throughout the process.

Ahria does not use artificial intelligence to screen, assess or select applicants.

If you have additional questions about this role, please contact:

**Kristy McQueen,
Senior Director,
Talent Development
recruiting@ahria.ca
Ahria Consulting**

Applications will be reviewed on an ongoing basis until the position is filled.



Prepared by:

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