



Hopehill
LIVING IN COMMUNITY



Opportunity Profile

CHIEF EXECUTIVE OFFICER
HOPEHILL

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Hopehill is searching for a seasoned executive leader with strong strategic planning abilities to join their team as Chief Executive Officer (CEO).

Reporting to the Board of Directors, the CEO provides visionary leadership and strategic direction for all Hopehill operations. The CEO is responsible for executing the organization's mission and strategic goals while ensuring operational excellence across their campus. This position requires a forward-thinking leader who can guide significant organizational growth over the next five to ten years, maintain strong stakeholder relationships, and serve as the public face of Hopehill within the Lower Mainland, British Columbia.

If you are a visionary and relational non-profit leader with excellent communication skills and a track record of success leading a similarly sized organization, we would love to hear from you!





WHO WE ARE

Hopehill is a respected, affordable housing provider for seniors in British Columbia, operating through four legal entities: Hopehill Society, Cedars, Aspen Green, and Blossoms Charitable Society. As a faith-based organization affiliated with the Canadian Baptists of Western Canada (CBWC), we are committed to providing exceptional housing and care while upholding our Christian values.



OUR VISION

An affordable home for every senior.

OUR MISSION

Hopehill is a caring community that provides affordable housing and assisted living for maturing adults. We strive to build a safe and healthy neighbourhood for all our residents to call home.

CORE VALUES

- Christian faith
- Compassion
- Integrity
- Respect
- Innovation
- Stewardship
- Teamwork

KEY RESPONSIBILITIES

Board Relations & Governance

- Work collaboratively with the board of directors, guiding the organization.
- Provide comprehensive information, analysis, and recommendations to support board decision-making.
- Collaborate with the board in developing strategic policies, plans, and initiatives.
- Ensure compliance with all regulatory requirements and organizational bylaws.
- Maintain effective governance practices and support board development.



Strategic Leadership

- Lead the development and implementation of Hopehill's strategic plan, including vision, mission, and long-term objectives.
- Drive organizational growth and innovation while ensuring financial sustainability.
- Identify emerging trends and opportunities to position Hopehill competitively.





- Oversee comprehensive campus development, including expansion initiatives and capital improvements.
- Establish and monitor key performance indicators across all operational areas.

Financial Management

- Oversee the development of annual operating budgets and long-term financial forecasts.
- Ensure sound financial management, including internal controls and risk mitigation.
- Direct resource allocation to support strategic priorities.
- Secure diverse funding streams, including government funding, private donations, and other revenue sources.



Operational Excellence

- Provide effective day-to-day operational leadership across all Hopehill entities.
- Develop and implement systems, processes, and infrastructure to support organizational growth.
- Ensure consistent delivery of high-quality care and services that exceed regulatory standards.
- Oversee facility management, maintenance, and improvement projects.
- Direct operational problem-solving and continuous improvement initiatives.



Human Resource Leadership

- Build and lead a high-performing senior management team.
- Foster a positive organizational culture aligned with Hopehill's mission and values.
- Ensure effective human resource practices, including recruitment, retention, and professional development.
- Maintain appropriate staffing levels and skill mix to meet operational needs.
- Implement performance management systems that promote accountability and excellence.



External Relations & Advancement

- Serve as Hopehill's primary spokesperson and public representative.
- Build and maintain productive relationships with government agencies, funders, and regulatory bodies.
- Lead fundraising initiatives and capital campaigns to support organizational growth.
- Develop strategic partnerships with community organizations, healthcare providers, and educational institutions.
- Maintain strong connections with CBWC churches and ministry agencies.



QUALIFICATIONS

Education & Experience

- Master's degree in business administration, healthcare administration, or a related field (MBA, preferred).
- Minimum of 7-10 years of progressive senior leadership experience, preferably in healthcare, senior living, or the nonprofit sector.
- Demonstrated success in organizational growth and development.
- Experience working effectively with a board of directors and an understanding of governance best practices.
- Track record of successful financial management of large, complex budgets.
- Experience in property development, construction oversight, and project management.
- Proven ability in fundraising and resource development.

Knowledge & Skills

- Comprehensive understanding of industry trends, challenges, and opportunities.
- Strong financial acumen and able to interpret complex financial data.
- Knowledge of healthcare regulatory requirements and funding mechanisms in British Columbia.
- Excellent strategic planning and execution capabilities.
- Superior communication skills; both written and verbal.

QUALIFICATIONS CONT.

- Proven ability to build and lead high-performing teams.
- Expertise in change management and organizational development.

Leadership Attributes

- Visionary Builder: Forward-thinking leader capable of guiding organizational growth and development.
- Relational Leader: Builds strong connections at all levels within and outside the organization.
- Servant Leader: Demonstrates humility and prioritizes the needs of others.
- Effective Communicator: Articulates messages clearly and persuasively to diverse audiences.
- Strategic Thinker: Analyzes complex situations and develops effective solutions.
- Mentor & Coach: Develops talent and empowers others to reach their potential.
- Goal-Oriented: Sets ambitious yet achievable objectives and drives results.
- Resilient: Navigates challenges with determination and adaptability.
- Fundraising Capacity: Comfortable and effective in soliciting philanthropic support.

Spiritual Requirements

- Personal faith commitment that informs leadership approach and decision-making.
- Able to integrate faith values into organizational culture and operations.

OUR SEARCH TEAM



mark@nelsonandkraft.com
778.982.4427

MARK KRAFT LEADING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



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604.614.2665

SHAWN PLUMMER SUPPORTING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.



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613.355.1412

MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Vancouver, BC

Application Deadline: May 30, 2025

Short List Interviews: June 2025

Start Date: TBD

Salary Range: \$140,000 - \$160,000

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.