



Rocky Mountain College



# Opportunity Profile

PRESIDENT  
ROCKY MOUNTAIN COLLEGE

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NELSON/KRAFT  
AND ASSOCIATES

# EXECUTIVE SUMMARY

Rocky Mountain College (RMC) is an accredited institution of Christian higher education located in Calgary but serving a diverse student body through a distributed learning model. The RMC community is led by a dedicated Christian board and team of administrators who are committed to their mission of providing quality Christian learning that results in transformed lives.

RMC delivers its learning in several ways. Pathways is RMC's distributed learning model; delivering courses online for anyone, anywhere, anytime. Live in-person courses are offered in conjunction with RMC's partnerships and students can choose to participate in them. RMC also offers bachelor of arts degrees, diplomas, and certificates, which is a unique offering for a ministry college.

With this value proposition in mind, the Rocky Mountain College Board of Governors is seeking an energetic, experienced, and accomplished marketplace leader with a passion and vision for Christ-centered higher education to fill the role as President.

The President of RMC reports directly to the board and provides leadership skills in strategic planning, fiscal planning, and operations. Working with the board and the leadership team of the college, the President is the primary leader in articulating the College's vision, mission, and values and ensuring their implementation. The President will also assume responsibility for identifying and securing all resources for the successful fulfillment of the mission of RMC.

If you have proven leadership abilities in a growing organization with a motivation that aligns with Rocky Mountain College, we would love to hear from you!



# OUR STORY

Rocky Mountain College (RMC) first opened its doors in Calgary in 1992 but has over 130 years of experience providing quality Christian education. That's because RMC is built on two solid foundations resulting from the merger of Hillcrest Christian College (Medicine Hat, AB) and Mountain View Bible College (Didsbury, AB). Rocky Mountain College is affiliated with the Evangelical Missionary Church of Canada. The faculty, staff, RMC Board of Governors, and student body represent more than 25 denominations.

In June 1989, the district conferences of the Evangelical Church and the Missionary Church voted to approve in principle the merger of their two institutions, and to sell the existing campuses and elect members to the founding board of the new urban college, RMC in Calgary. The same conferences, in 1991, approved the purchase of the 4039 Brentwood Road facility. Reverend Randy Steinwand was appointed the first president in July 23 of the same year. RMC welcomed its first students in September, 1992. RMC became debt free with the completion of the sale of the HCC and MVBC campuses.





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## OUR PURPOSE

To glorify God by developing leaders who seek to embrace the meaningful life offered by Jesus (John 10:10).

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## OUR MISSION

As an accredited institution of Christian higher education, RMC's mission is to provide quality Christian learning that results in transformed lives.

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## OUR VALUES

- A biblical worldview.
- The church as the body of Christ.
- The disciple-making mandate of the church.
- The development of strong leaders as a critical element in creating disciple-making ministries.
- The pursuit of partnerships with local and global ministries.
- The engagement of students in sound educational practices which enable them to live effectively in the 21st century.
- The active engagement of students in life changing ministry while being grounded in biblical character and faith.
- The integration of knowledge, personal Christian development, and application to real life.
- The delivery of quality Christian learning to anyone, anywhere, anytime.
- The integration of mentoring and coaching in students' lives as they study.

# KEY RESPONSIBILITIES

- Under the direction of the board, lead the process of implementing the overall vision and direction of the College as an education institution.
- Provide vision for the College and continuous leadership and direction for the planning and operation of all aspects of the College's programs and services.
- Steward the founding vision of the College.
- Develop and facilitate leadership and staff to further the vision, mission, and values while ensuring financial stability and growth of the College.
- Articulate the College's vision, mission, and values with external stakeholders.
- Lead and build a strong team approach in the Administrative Cabinet to help set goals, strategies, and priorities for the College.
- Establish and sustain an internal institutional culture consistent with the mission, vision, values, purpose, faith, traditions, and strengths of the College.
- In collaboration with internal stakeholders, develop and execute the institution's strategic plan.





- Execute directly or by delegation all executive and administrative duties in connection with the operation of the College.
- Foster an innovative environment.
- In collaboration with key employees, attract, recruit, and retain qualified faculty, staff, and students.
- Oversee institutional development matters including student enrollment, alumni relations, and the securing of external funding support.
- Make policy recommendations to the board on all matters that affect the College.
- Submit and administer the annual institutional budget.
- Ensure compliance with the institutional requirements of accreditors and local, provincial, and national agencies.
- Develop and implement a strategy to maintain regular communication with key constituents, business leaders, and relevant leaders within the community, region, and nation.
- Report and work with the board to expand and grow the College.

# QUALIFICATIONS

- Committed to and inspired by the vision, mission, and values of Rocky Mountain College.
- Excellent and well demonstrated people development and management skills.
- Strong leadership skills in strategic planning, fiscal planning, and operational planning.
- Entrepreneurial approach and innovative thinker.
- Possesses strong interpersonal and communication skills that will inspire confidence in students, peers, constituents, churches, government agencies, and businesses alike.
- Demonstrated ability to engage with stakeholders and an understanding of advancement best practices as they relate to stewarding philanthropic gifts, identifying and nurturing key strategic relationships, and enhancing the visibility, reputation, and market position of Rocky Mountain College provincially, nationally, and internationally.
- Experience in Christian ministry and/or Christian higher education, preferred.
- Demonstrated capacity in developing and sustaining productive alliances with both cooperating and competing organizations.



# OUR SEARCH TEAM



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604.614.2665

**SHAWN PLUMMER**  
LEADING 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. His career has led to deep relationships and respect within his broad network of non-profits and businesses globally and across 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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**MARK KRAFT**  
SUPPORTING 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.



# 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:** Calgary, AB

**Application Deadline:** July 4, 2024

**Short List Interviews:** July 2024

**Start Date:** TBD

**Salary Range:** \$110,000 to \$130,000

## HOW TO APPLY

Apply online at [nelsonandkraft.com/jobs](https://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.