



Opportunity Profile

DIRECTOR - WATER FOR LIFE INITIATIVE
GLOBAL AID NETWORK CANADA

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Global Aid Network (GAIN) Canada is looking for a strategic and operational leader with a cross-cultural background to join their team as Director - Water for Life Initiative (WFLI).

The WFLI Director gives overall leadership to the Water for Life Initiative, providing vision and direction, overseeing program implementation and developing the required resources for the program in accordance with the values and mission of GAIN. The Director will lead a motivated, engaged and "on-mission" technical, administrative, programs and monitoring/evaluation team. Strong oversight of international operations is given to ensure clarity on the goals and mission of WFLI, resource productivity and good long-term decision-making in each country. The WFLI Director also provides leadership to individuals from the Mission Integration Team to ensure missional and church planting goals are effective within the activities of WFLI.

If you are a proven leader with a passion for humanitarian aid, and you fully align with the mission of GAIN, we would love to hear from you!





OUR STORY

Global Aid Network was founded in Canada in 1998. It was out of a deep sense of calling to respond to the needs of those who suffer around the world shared by a small group of individuals that Global Aid Network was formed.

From these humble beginnings, we expanded to become a diverse worldwide partnership working in 49 countries, dedicated to revealing hope and restoring life to those who need it most.

Through God's grace, bold leadership and vision, and the generous investment and sacrifice from faithful partners, we are building a shared legacy of transformation and impact on millions of lives. We celebrate these accomplishments with humility and gratitude knowing the work is not yet finished. We remain determined and resolute in our commitment and continue to press forward with your support.



WHY WE EXIST

There is no lack of suffering around the world. We see that people are living in spiritual, physical, social and economic poverty – and all of these forms of poverty intersect with one another. As a result, individuals suffer from injustice, powerlessness and a lack of autonomy. At the root of it, we believe that poverty is a result of broken relationships between man, God, others and the environment.

We believe that Jesus has promised that He has come to the world so that people may have the fullness of life – that they would flourish (John 10:10).

We view each person holistically and it's through integral mission that we believe God restores individuals from brokenness.

OUR WORK IS FOCUSED ON

Revealing hope to people by sharing God's unconditional love.

Restoring Life to people by demonstrating the gospel through compassionate action.

This is why we exist.



GAIN & POWER TO CHANGE

GAIN is the humanitarian partner of P2C Ministries and shares administrative services with them. As such, all GAIN staff members are employed by P2C Ministries and serve full-time with GAIN.

FUNDING

This position includes Ministry Partner Development (MPD). MPD is building a partnership team which provides financial and prayer support for the ministry. The financial support will cover the costs of the employee's salary and ministry expenses. P2C is committed to providing training and coaching to ensure success in MPD.

KEY RESPONSIBILITIES

This role will be held accountable to achieve the following outcomes:

Leadership and direction given to the spiritual, financial, administrative, technical, programming and evaluation segments of the WFLI, both internationally and in Canada (70%):

- Spiritual direction is provided within the context of Integral Mission.
- Financial records accurately reflect the expenditures of WFLI; actual expenditures versus budget, and cash flow implications of operations are monitored and communicated.
- Administrative records accurately reflect the activities of WFLI.
- Drilling operations are equipped through investments in processes, tools and people.
- Monthly, quarterly and yearly reporting of WFLI activities occur accurately and on time.
- Agreed upon programming is effective and best practices are implemented; program outputs and outcomes are reported, data is understood and changes to programs and methods are made as required.





- Succession planning and staff development opportunities are identified and actioned.
- Team dynamics are proactively managed.

New innovation and partnerships are integrated into WFLI (10%):

- Champion the development, maintenance and communication of activities as related to the GAIN worldwide network, within WFLI.
- Provide an operational and capability “voice” in the development of new programs, partnerships and proposals.
- Participate in proposal writing and budgeting.



Fund development for WFLI (15%):

- Liaise with Donor Advancement (DA) Team to develop fund development strategy for WFLI.
- Manage a caseload of WFLI ministry partners.
- Liaise with the DA Team regarding fulfillment activities.



GAIN Canada Lead Team participation (5%):

- Active member of GAIN Canada’s Lead Team, participating in weekly meetings and strategy sessions to give overall leadership to the direction of GAIN Canada.

REQUIRED SKILLS & ABILITIES

- Effective cross-cultural and multi-generational people management skills.
- Exceptional communication and interpersonal skills.
- Understanding of the relationship between tools, processes and people in the context of operations.
- Basic financial acumen and able to connect activities with financial impact.
- Problem solver and critical thinking skills; able to look at a situation from a 360° perspective.
- Quickly able to adapt in a cross-cultural setting and in working with government officials.
- A passion for humanitarian aid; seeking to demonstrate the love of God in word and deed.
- Able to work on a Google Suite platform.
- Able to travel internationally and perform in a variety of cross-cultural settings.
- As this position works with children in an international context, the successful applicant will be required to complete a criminal record check and vulnerable sector search.

EDUCATION, EXPERIENCE & ALIGNMENT

- 5+ years' experience in a non-profit or ministry leadership role.
- Demonstrated familiarity with the water, sanitation and hygiene (WASH) sector.
- Bible school or seminary training, an asset.
- Proven cross-cultural leadership ability.
- Able to annually sign off on Power to Change's Statement of Faith and Code of Conduct.

OUR SEARCH TEAM



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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: Abbotsford, BC (preferred) or remote in Canada

Application Deadline: open until a suitable candidate is found

Start Date: TBD

Salary Range: \$75,000 - \$105,000

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.