



960 Carling Avenue, Building 106
Ottawa, ON K1A 0C6

Chief Executive Officer

4-H Canada

Full-time position. Candidate based in Greater Ottawa Region a strong asset but not mandatory. Regular in-person travel and meetings on an as-needed basis with 4-H Canada governance, internal executive staff team, other 4-H ecosystem entities (e.g., provincial or international 4-H leadership), 4-H national programming events, and external stakeholders. Further details below.

About 4-H Canada

Founded in 1913, 4-H Canada is one of the most respected positive youth organizations in the country, with more than 20,000 members and close to 8,000 volunteer leaders. The 4-H mission is to provide youth with the guidance, resources, and opportunities to be responsible, caring, and contributing leaders that effect positive change in the world around them. 4-H Canada provides a range of national and international programs for youth and volunteers, as well various supports like scholarships, club funds, fundraising initiatives, and more. 4-H Canada is made up of two not-for-profit entities: the Canadian 4-H Council and the Canadian 4-H Foundation. As the national governing body, 4-H Canada is committed to ensuring Canada's youth are provided with exceptional positive youth development programming and resources. 4-H Canada oversees the 4-H license, accreditation, standards of practice, risk management, trademarks, and the 4-H Canada brand, and delivers national and international-level 4-H programming.

Job Description

This is a unique opportunity to lead and shape the future of 4-H Canada. The organization is seeking a strategic, relationship-driven, and business-minded CEO to champion its mission and guide the next phase of growth. Building on the foundational work of a recently developed strategic plan, the CEO will bring the vision to life — translating core values into action, fostering partnerships across the 4-H network and beyond, and strengthening organizational capacity. Working closely with the Board, Foundation, and key stakeholders — including provincial leaders, funders, government, industry, and alumni — the CEO will refine and advance strategic priorities while overseeing the day-to-day operations of 4-H Canada.

The CEO is responsible for:

- Organizational strategy design and implementation;
- People management and leadership;
- Governance;
- Supporting fundraising and revenue generation strategic design and implementation;

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- Overseeing the budgeting, financial reporting, legal compliance, and organizational and program operations;
- Brand stewardship, marketing and brand championing, alumni engagement, and relationship-building across organization, corporate, government and individual sectors to champion the message of 4-H Canada across Canada and internationally, while ensuring a safe and inclusive environment for all 4-H members, both youth participants and volunteer leaders.

The CEO will lead a team of existing, experienced senior management, to bring to life 4-H Canada's mission and continue delivering 4-H Canada programming and initiatives.

The ideal candidate will be:

- Experienced in, or have proven potential to, lead a national organization including conducting the governance and operational matters that such leadership entails;
- Committed to leading a team of experienced senior management and willing to provide hands-on or directional support as-needed;
- Passionate about working with youth and volunteer leaders;
- Have an aptitude for fostering and strengthening 4-H Canada's existing internal and external relationships across Canada and internationally, and fostering new relationships including through developing brand recognition and marketing;
- Experienced in revenue and fund development strategy especially in a non-profit organization context; and
- Excited by the opportunity, the ideal candidate will bring visionary and creative leadership to guide 4-H Canada's growth. They will be responsible for implementing the current strategic framework while shaping its continued evolution — laying the groundwork for a vibrant, sustainable future for the organization.

A detailed job description will be provided to chosen candidates.

Key Qualities and Skills

- Demonstrated experience in organizational and executive staff leadership including experience in governance, operations, and strategic plan implementation in a complex organizational environment.
- Good understanding of financial accounting and management including experience with balance sheets, budget processes and understanding cashflow commensurate with leading a business.
- Experience with corporate/board governance.

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- Demonstrated experience in fundraising, fund-generating or revenue generation strategy and direction.
- Demonstrated experience with not-for-profit organizations.
- Demonstrated experience and passion for youth engagement, programming, and participation.
- Familiarity with legal and regulatory framework for youth organizations and programming.
- Strong people leadership, culture-building, and team management skills.
- Outstanding communication and relationship-building abilities with diverse stakeholders, including donors, volunteers, government, and business leaders.
- Willing to travel for large and small-group gatherings to advocate and champion 4-H Canada's brand and relationships across Canada. Includes travel to 4-H Canada national events, industry and association events, and other meetings as strategically required.
- Commitment to, and have aptitude for, developing 4-H Canada's long-term strategic plan and execution.
- Understanding of, or deep motivation to learn about, 4-H Canada's organizational ecosystem, history, and landscape.
- Flexibility to meet and adapt to needs of 4-H Canada as they arise.

Bonus Assets

- Demonstrated existing relationships with agriculture, rural, and food-systems industry and stakeholders, including in both public (government) and private sectors.
- Government grant-writing skills.
- Knowledge and/or experience with 4-H programs.
- Physical presence in Ottawa considered a strong asset but not mandatory if candidate can demonstrate business case.
- French language skills.

Salary

Subject to 4-H Canada's Board of Directors approval, the anticipated salary range is \$150,000 to \$200,000, plus bonus and a comprehensive benefits package. Final compensation will be commensurate with experience, scope of responsibilities, and overall performance.

Application Process

Candidates must submit a resume and cover letter by **September 26, 2025** to CEO@4-h-canada.ca.

We thank all applicants for their interest in 4H Canada; however, only chosen applicants will be contacted.

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