



President & Chief Executive Officer

ACCES Employment (ACCES) is a leading non-profit organization dedicated to helping jobseekers, including newcomers, connect with meaningful employment opportunities. As a well-regarded employment service organization, ACCES has seven locations across the GTA, a 40-year history, approximately 200 staff, and an operating budget of approximately \$32M. Each year, ACCES serves more than 56,000 jobseekers and partners with over 5,200 employers to build a workforce that reflects the diversity, skills, and experience of our population. Its mission is to assist jobseekers from diverse backgrounds, who are facing barriers to employment, to integrate into the Canadian job market. It achieves this by providing employment services, linking employers to skilled people and building strong networks in collaboration with community partners, while being guided by its values, impact, inclusion, and innovation.

It is within this context that ACCES welcomes applications for the position of **President & Chief Executive Officer (CEO)**, commencing Summer 2026, or soon thereafter.

Reporting to the Board of Directors, the CEO is responsible for the successful, visionary, strategic and operational leadership of ACCES. Working across private, public and corporate sectors, the CEO leverages relationships and networks to ensure ACCES' mission is achieved. The CEO holds ultimate responsibility for ACCES' short- and long-term sustainability and its financial health and must ensure the effective management of resources in alignment with its mission. As such, the CEO is expected to play an active leadership role in all revenue-generating activities, including securing government grants, cultivating corporate partnerships, stewarding philanthropic donors, and advancing both traditional and emerging strategies for sustainable funding. As the people leader, the CEO works with a dedicated senior leadership team, rallying them behind a shared vision that supports innovation and continuous learning, while fostering its inclusive culture of transparency, collaboration, and respect. Externally, the CEO advocates for supportive public policies, represents the organization at high-profile events and through media engagements, strengthens ACCES' reputation for developing and delivering innovative and lasting solutions that positively contribute to the organization's economic and social mandates.

As the ideal candidate, you bring an established and progressive track record in senior leadership roles from a large, complex organization and experience with leading in a unionized environment is considered an asset. A deep understanding of the non-profit sector and experience working with newcomers and/or employment services is preferred. Your career includes managing a senior team, and you embrace motivating, developing, and retaining highly engaged, passionate and mission-driven teams that are multigenerational and diverse. You have strong financial and budgetary acumen, including experience managing large and complex budgets, government grants and risk management activities. Knowledge of relevant charity regulations and CRA guidelines is considered an

asset. Colleagues recognize your proven experience cultivating relationships with funders and donors, as well as your skill in building and sustaining strong relationships with all levels of government, sector organizations, and corporate partners. Your strategic communications experience includes acting as a spokesperson for an organization, speaking engagements, advocacy and media relations. As a seasoned senior leader, you are well-versed in governance best practices and have experience reporting to, working with, or being a member of a voluntary Board of a complex charitable organization. Candidates must be dedicated to ACCES' values and demonstrate a commitment to advancing Equity, Diversity, and Inclusion principles. Ideally, candidates hold an undergraduate degree, and a graduate level degree is considered an asset.

To learn more about this impactful leadership opportunity with ACCES, please submit a comprehensive resume along with a cover letter in confidence to Jane Griffith (jane@griffithgroup.ca) and/or Caroline McLean (caroline@griffithgroup.ca) or visit: <https://griffithgroup.ca/aces-president-and-ceo/>.

Use of AI: Griffith Group Executive Search does not use artificial intelligence to screen, assess, or select applicants for a position.

Reason for posting: Upcoming Retirement

Salary Range and Compensation Package: A competitive salary that is commensurate with experience will be provided. The total compensation package includes health and dental benefits, 5 weeks' vacation, and a matching RRSP contribution.

Location/WFH: In alignment with ACCES's return-to-office policy, the CEO is required to work on-site at the Toronto headquarters two to three days per week. The CEO is also expected to maintain a regular presence across ACCES's other GTA offices, ensuring meaningful engagement with teams and partners throughout the region.

ACCES welcomes and encourages applications from all qualified individuals, including, but not limited to women, Indigenous persons, racialized persons, persons with disabilities and persons of all sexual orientations and/or gender identities.

All qualified candidates are welcome to apply; however, priority will be given to those legally eligible to work in Canada.

ACCES and Griffith Group are committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Jane Griffith (jane@griffithgroup.ca) should you require any accommodation to participate in the recruitment and/or assessment processes.