



## Chief Executive Officer

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With a mission to empower people to achieve their potential by providing resources, skills and opportunities, Achēv is a Canadian leader in developing human capital through delivering employment, newcomer settlement, youth and language assessment and training services, and creating future programs, services and revenue streams. As a not-for-profit organization, Achēv develops and operates programs that reached, supported, and empowered over 112,000 people last year across the Greater Toronto Area, nationally and internationally. Funded by three levels of government, private businesses, charitable organizations and foundations, as a social enterprise Achēv measures success as much by its social impact as by its financial returns. As a newly rebranded, fiscally-minded organization with a high-performing culture and passionate team members, Achēv is preparing to embark on its next phase of long-term strategic planning. With Achēv having successfully met its objectives from its previous five-year strategic plan, the incoming Chief Executive Officer (“the CEO”) will now have the exciting opportunity to launch a new chapter that focuses on innovation and extended services into new areas that better serve the diverse communities Achēv so proudly serves.

Reporting to and working closely with the Achēv Board of Directors, the Chief Executive Officer’s mandate includes strategic, financial, operational and human capital leadership to ensure Achēv’s long-term financial health and service provision excellence. With an ability to survey the competitive landscape and an instinct for identifying untapped opportunities, the new Chief Executive Officer knows how to build a roadmap to increase brand recognition, improve client experience and data-driven insights, and leverage technology opportunities to continue to improve Achēv’s presence in the market while defining and owning its niche. Experienced in leading change management initiatives with an outstanding record of generating breakthrough ideas and effectively assessing organizational risks and opportunities, the incoming CEO will inspire internal and external stakeholders to identify and successfully leverage opportunities to benefit Achēv’s continued leadership and growth in the community services sector and beyond.

With outstanding business and financial acumen, the incoming CEO will oversee Achēv’s overall operational and fiscal effectiveness while providing effective team leadership and coaching to the Senior Leadership Team. A collaborative, empathetic and thoughtful people leader with outstanding interpersonal and communications skills and experience with a wide variety of funding and revenue models, the new CEO is able to develop strong relationships with Service System Managers, multi levels of government and key funding partners, and brings a proven track record of developing creative and effective new funding strategies that deliver. A transformational leader and builder with 10+ years progressive leadership within the not-for-profit, public or private sectors, the incoming CEO will have developed and implemented strategic plans, created successful partnerships, and established policies, procedures and KPIs in partnership with a board. A mentor and a coach, Achēv’s incoming Chief Executive Officer will have proven experience building and leading high-performing executive teams while establishing a performance culture and inspiring employee collaboration, empowerment, and engagement.

Authentic and goal oriented with a demonstrated commitment to upholding the values of equity, diversity, and inclusion, the successful candidate will excel within complex, multi-stakeholder environments, bringing a private sector mindset to ensuring successful business and organizational outcomes. Highly influential and well-networked champion of Achēv’s mission, the CEO serves as a passionate and energizing ambassador for Achēv in regional, provincial, national and global communities. This is an outstanding opportunity for a collaborative, action-oriented experienced executive leader to join Achēv as it continues innovating and evolving for many years to come. **If you are passionate about empowering people to achieve their potential and are prepared to play a critical role in Achēv’s future, we want to hear from you.**



## How to Apply

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If you are interested in further exploring this exciting Chief Executive Officer, Achēv opportunity, please provide your resume and a detailed cover letter that highlights your background and leadership experience to Lisa Heidman, Founder and Chief Executive Officer, Arlington Partners International at [lisaheidman@arlingtonpartnersinc.com](mailto:lisaheidman@arlingtonpartnersinc.com). A detailed position profile highlighting key competencies will be provided to all candidates under consideration.

Achēv is committed to promoting diversity, equity and inclusion, providing accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act, and creating opportunities that empower people to achieve their potential. Achēv strives to attract and retain a diverse workforce where employees are inspired to provide an atmosphere of respect and encouragement of all. Through Achēv's policies, practices and professional development, Achēv aims to increase awareness and reduce barriers in order to positively influence the clients and communities it so proudly serves.

We look forward to exploring your candidacy.