



ALUS is a charitable organization that engages farmers and ranchers in creating nature-based solutions on their land to build climate resilience and enhance biodiversity for the benefit of communities and future generations. Working with rural communities, ALUS helps implement land stewardship practices that balance ecological health with economic benefits. With a focus on creating resilient rural economies and restoring ecosystems, ALUS is recognized for its innovative approach to environmental conservation and nature & climate solutions. As the Chief Executive Officer, you will provide visionary leadership, driving the organization's growth, operational efficiency, and mission. Reporting to the Chair of the Board of Directors, you will guide ALUS through its next phase of impact, ensuring its values and principles are embedded in all strategic and operational initiatives.

Chief Executive Officer

Canada (Remote)

Reporting to the Board of Directors, you will:

- Lead the strategic direction of ALUS, ensuring the organization remains adaptable while fulfilling its mission, vision and annual objectives.
- Manage and mentor the national leadership team, fostering a collaborative and high-performing environment, and motivate local community groups, coordinators and participants.
- Lead and refine the organization's remote working structure and distributed responsibility model, ensuring smooth communication and operational efficiency.
- Oversee financial management, including budgeting, cash flow, and financial planning, to ensure fiscal discipline and reserve goals are met.
- Develop fundraising strategies and lead donor engagements to secure diverse funding sources for ALUS' annual program development and long-term sustainability.
- Build and maintain relationships with stakeholders, including agricultural producers and their communities, ALUS Partnership Advisory Committees, government agencies, Indigenous communities, private donors, environmental organizations, and others from the agriculture sector to advance ALUS' mission.
- Ensure that all communication strategies reflect ALUS' core values and mission, effectively positioning the organization to various audiences.
- Lead policy advocacy efforts, representing ALUS at public events, in media, and during government meetings to promote environmental conservation policies.
- Foster a strong organizational culture aligned with ALUS' principles of collaboration, environmental stewardship, and community-led solutions.
- Ensure compliance and success in managing all contractual obligations with external partners.
- Work closely with the Board of Directors to guide the organization's strategic planning process, setting agendas and leading initiatives that align with the long-term vision.
- Drive Diversity, Equity and Inclusion initiatives, fostering an environment where all perspectives are valued and encouraged.

Your background includes:

- Proven leadership experience in senior roles within environmental, agricultural, and/or conservation-focused organizations, ideally with a national and bilingual organization.
- Strong financial acumen, with experience in managing budgets, financial planning, and meeting organizational financial targets.
- Demonstrated success in leading remote teams, fostering collaboration, and maintaining operational efficiency in a decentralized organization.
- Experience developing and implementing fundraising strategies, securing funds from diverse sources, and building lasting donor relationships.
- Exceptional communication and public speaking skills, with experience representing organizations at high-profile events, in media, and during policy discussions.
- Deep commitment to environmental sustainability, community-based conservation, and working effectively with diverse stakeholders.
- Strong understanding of government relations and the ability to advocate for policies that align with ALUS' mission.
- Working knowledge of carbon credits, carbon sequestration protocols, MRV Systems, ecosystem services and emerging markets for Corporate ESG reporting.
- A track record of building and maintaining collaborative relationships with Indigenous communities, advancing reconciliation, and incorporating their perspectives into conservation efforts.
- A leadership style that emphasizes collaboration, active listening, and accountability while fostering trust and respect among team members and stakeholders.
- Proficient in using various communication, database and analytical software and systems.
- Previous, or current, experience working with ALUS Partnership Advisory Committees is an asset.

This is a remote, work-from-home, opportunity with travel across Canada and internationally as necessary. ALUS is an equal opportunity employer to all employees and applicants and offers a competitive and comprehensive compensation package.

The ALUS CEO posting will be closed on **Wednesday, December 11th, 2024, at 5 pm EST**. Please note that only candidates selected for preliminary review will be contacted. Virtual interviews will take place in January 2025, with an in-person interview in February, and a new CEO will be hired by March 2025.

LITHERLAND & CO

To learn more about this position and our client, contact Brook Coatsworth at bmc@litherlandco.com or by phone at 416-868-4888 Ext. 5 quoting "Chief Executive Officer - 240224"

Litherland & Co. is dedicated to fair and equal opportunities for all applicants. Candidates are selected upon the highest level of equity, diversity, and inclusion across the organization and throughout its hiring process. If you are selected for an interview and require accommodations, arrangements will be made for your convenience throughout the recruitment.