

Job Title: Executive Director

Organization: North House

Location: Uxbridge, Ontario

Reports to: Board of Directors

Employment Type: Full-time, Senior Leadership

About North House

North House is a registered charitable organization supporting individuals and families experiencing poverty across Brock, Scugog, and Uxbridge. Our vision is a North Durham where no person experiences poverty. We are guided by respect, integrity, inclusivity, collaboration, confidentiality, transparency, and self-determination.

Position Summary

The Executive Director is the chief executive officer of North House, responsible for strategic leadership, operational excellence, financial sustainability, and community impact.

Working in partnership with the Board, the Executive Director sets organizational direction, strengthens governance and systems, and advances homelessness prevention, housing stability, and poverty reduction initiatives across North Durham.

This role requires a decisive and strategic leader who can translate vision into measurable outcomes—expanding programs, diversifying funding, building partnerships, and strengthening organizational capacity.

Key Responsibilities

Strategic Leadership & Governance

- Lead implementation of mission, vision, and strategic priorities.
- Partner with the Board on governance, policy, and performance oversight.
- Monitor emerging community needs and guide program growth.
- Ensure compliance with all legal, regulatory, and funding requirements.

Programs & Impact

- Oversee planning, delivery, evaluation, and continuous improvement of programs.
- Use data and stakeholder input to adapt services and strengthen outcomes.

Operations & Human Resources

- Lead and develop a multidisciplinary team within a collaborative, inclusive, and trauma-informed culture.
- Direct all human resource functions, including recruitment, supervision, performance management, and resolution of employee relations matters, ensuring compliance with employment legislation.
- Strengthen internal systems, policies, controls, and reporting to support accountability and informed decision-making.

Financial Stewardship & Resource Development

- Oversee budgeting, financial reporting, and risk management.
- Diversify and grow funding through government, grants, donors, and partnerships.
- Lead or oversee grant development aligned with strategic priorities.

Partnerships, Advocacy & Communications

- Build strong relationships with municipal and regional leaders, funders, and community partners.
- Advocate for policies and resources that support housing stability and poverty reduction.
- Serve as organizational spokesperson and enhance public visibility and credibility.

Qualifications

Education & Experience

- Master's degree in Social Work, Nonprofit Management, Public Administration, or related field (or equivalent experience).
- 5–7+ years of senior leadership experience in nonprofit or social services.
- Demonstrated success in organizational leadership, program growth, partnership development, and funding diversification.

Skills & Attributes

- Strategic thinker with strong execution and change leadership capabilities.
- Proven ability to build, motivate, and lead high-performing teams.
- Financial acumen and experience managing complex funding models.

- Strong communicator and relationship-builder across sectors.
 - Deep understanding of the interconnected systems impacting individuals and families experiencing poverty, including housing, income supports, mental health and healthcare, child welfare, and justice systems.
 - Knowledge of legal and ethical frameworks shaping social service practice, including privacy, consent, confidentiality, and mental health legislation.
 - Critical awareness of the systemic drivers of poverty and their disproportionate impact on marginalized communities.
 - Commitment to equity, inclusion, and trauma-informed practice.
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Core Competencies

- Visionary & Values-Based Leadership
 - Strategic Execution & Impact
 - Financial & Organizational Management
 - Partnership & Stakeholder Engagement
 - Ethical & Client-Centered Practice
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Working Conditions

- Based in Uxbridge, with engagement across North Durham.
 - Occasional evenings and weekends required.
 - Flexible/remote work options available.
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Why North House

Lead a mission-driven organization making a measurable difference. As Executive Director, you will shape strategy, strengthen systems, and expand impact for individuals and families across North Durham.