

Executive Director

Canadian Association of Management Consultants

Location: Remote

Empower Leadership. Drive Impact. Shape the Future.

CMC-Canada is the national voice of Certified Management Consultants (CMC), a designation recognized in 49 countries (<https://www.cmc-canada.ca>). Its mission is to uphold the highest standards of professionalism and ethics in management consulting, while fostering a vibrant community of consultants dedicated to driving organizational success.

Position Summary

CMC-Canada is seeking an exceptional Executive Director to propel the association's mission forward, advance strategic priorities, and inspire trust among members, stakeholders, and partners. Reporting directly to the Board of Directors, the Executive Director will lead the organization's vision, operational strategy, and long-term growth.

What You'll Do

- **Inspire and Lead:** Champion CMC-Canada's mission, vision, and values while empowering staff, volunteers, and stakeholders to achieve excellence.
- **Strategic Partnership:** Forge and maintain collaborations with members, regional certifying institutes, government officials, academic institutions, and international organizations.
- **Governance and Board Collaboration:** Partner with the Board to craft policies and strategic plans, ensuring alignment with long-term goals and fiscal resources.
- **Innovate and Adapt:** Design and implement programs and services that address members' evolving needs and advance the consulting profession.
- **Operational Excellence:** Oversee human, financial, and technological resources, ensuring operational efficiency, fiscal accountability, and organizational sustainability.
- **Advocate and Represent:** Act as the primary ambassador of CMC-Canada, enhancing its visibility and influence on the national and international stages.

Ideal Profile

As the ideal candidate, you are a visionary and strategic leader with a proven track record in executive leadership within a similar association. You excel at building trust, mobilizing teams, and driving organizational growth while fostering a strong, member-centric culture. Bilingual in both official languages, you are a skilled communicator and relationship builder, adept at engaging diverse stakeholders and forging high-impact

partnerships. Your expertise in governance, financial stewardship, and change management enables you to navigate complexity with agility, ensuring alignment with CMC-Canada's mission and long-term success. Results-driven and politically astute, you bring the insight, influence, and leadership needed to elevate the organization's impact within the management consulting profession.

Who You Are

- **Visionary and Transformational Leader:** You inspire trust and mobilize teams around ambitious goals.
- **Strategic Thinker:** You thrive in complex environments, balancing long-term vision with short-term action.
- **Collaborative Connector:** You excel at building relationships and creating partnerships across diverse stakeholders.
- **Effective Communicator:** Your ability to articulate ideas and engage audiences is unparalleled.
- **Results-Oriented:** You have a proven track record of driving measurable results and leading change.

Key Skills and Competencies

- **Leadership:** Build trust, foster collaboration, and drive organizational success.
- **Strategic Planning:** Craft multi-year, multi-stakeholder strategies that align with CMC-Canada's mission and vision.
- **Governance Acumen:** Support Board development, policy creation, and effective decision-making.
- **Financial Expertise:** Oversee budgets, analyze financial performance, and ensure fiscal responsibility.
- **Member Focus:** Cultivate a member-centric culture, promoting engagement and satisfaction.
- **Change Management:** Lead and inspire innovation while navigating resistance to change.
- **Political Acumen:** Navigate the public, legislative, and sectoral landscapes with diplomacy and influence to promote the profession of management consulting and the role of CMC-Canada.

Minimum requirements

- **Experience:** At least 10 years of relevant experience in leadership, development and management of a Canadian professional association.
- **Education:** A Bachelor's degree in a relevant field such as business administration, management, or a related discipline.

- **Bilingual:** English and French.

This is more than a leadership role – it’s an opportunity to shape the future of management consulting in Canada. At CMC-Canada, you’ll work with a passionate community, build a legacy of excellence, and impact a profession that drives organizational success worldwide.

To apply for this position, please submit your application and related materials to Marie-Hélène Gaudreault at mgaudreault@boyden.com **before March 21st, 2025**, and state the title of the position in the subject line of your email.

We thank all applicants for their interest, however, only those under consideration for the role will be contacted.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply. CMC-Canada implements an equal access employment program under the Act respecting equal access to employment in public bodies. The Association welcomes applicants who are committed to upholding the values of equity, diversity and inclusion and who will assist us expand our capacity for diversity and inclusion. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including Indigenous peoples, visible and ethnic minorities, persons living with disabilities, women and 2SLGBTQIA+ persons (including the possibility of accommodation during the selection and pre-selection of candidates).

Boyden and CMC-Canada will provide accommodations upon request during the recruitment, selection, and assessment process for candidates with a disability.