



CEO EXECUTIVE SEARCH

ARE YOU....

...a visionary leader driven to create meaningful, lasting impact in the lives of individuals with developmental disabilities?

...a leader who balances empathy and compassion with strong business acumen and strategic insight?

...as skilled in building trusted relationships as you are in enabling high-performing, collaborative teams?

...someone who brings resilience, courage, and clarity to complex environments—and thrives in leading through change?

***If you answered YES to all of the above,
read on...***



Lead with Purpose. Shape the Future.

*We, *Oxenham Consultants Inc (OCI), in partnership with Catulpa Community Support Services (Catulpa), are seeking a strategic, transformational, and impact-driven leader to serve as the next Chief Executive Officer (CEO).*

Catulpa has built a strong reputation for excellence, innovation, and deeply person-centred services across Simcoe County. As CEO, you will build on this foundation—guiding the organization into its next phase of growth, sustainability, and sector leadership.

This is a rare opportunity to:

- *Lead a respected, values-driven organization*
- *Shape system-level impact in developmental services*
- *Foster innovation while safeguarding quality and care*
- *Build partnerships that strengthen communities*

Join Catulpa as CEO—and help empower individuals, families, and communities to thrive.

About The Role

The Position:	Chief Executive Officer (CEO)
Organization:	Catulpa Community Support Services (Catulpa)
Reports to:	Board of Directors
Location:	165 Ferris Lane, Barrie, ON L4M 2Y1

Reporting to the Board of Directors, the CEO is accountable for the overall strategic, operational, and financial leadership of the organization, ensuring strong outcomes for the people Catulpa supports. Operating within a Carver Policy Governance framework, the CEO translates Board priorities into measurable impact—balancing vision with execution, and strategy with service excellence.

The Impact You Will Make

Strategic Leadership & Growth

- Shape and execute a forward-looking strategic plan focused on innovation, quality, and sustainability
- Identify opportunities to expand impact, partnerships, and service delivery models
- Position Catulpa as a leader in developmental services

Governance & Relationships

- Build a strong, transparent partnership with the Board under a policy governance (Carver) model
- Serve as a trusted advisor and ensure aligned, informed decision-making
- Strengthen relationships with families, community partners, funders, and stakeholders

Operational Excellence

- Oversee organizational performance, systems, and service delivery outcomes
- Champion quality, continuous improvement, and evidence-informed decision-making
- Ensure services are delivered with integrity, efficiency, and impact

Financial Stewardship

- Ensure fiscal sustainability, accountability, and transparency
- Steward resources responsibly while identifying diverse funding opportunities
- Align financial strategy with long-term organizational resilience

Culture, Talent & Advocacy

- Foster an inclusive, collaborative, and high-performing culture
- Build a strong employer brand and invest in leadership development
- Advocate for individuals with developmental disabilities at community and system levels

Who You Are

You are an authentic, values-driven executive leader who brings:

- A proven ability to inspire trust, articulate vision, and deliver meaningful results
 - Deep commitment to person-centred, inclusive service delivery
 - Exceptional relational intelligence and communication skills
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- Strength in navigating complexity, change, and competing priorities
- A collaborative leadership style grounded in integrity, empathy, and accountability
- Strong business acumen and sound judgment in resource allocation

You understand how to honour mission while advancing sustainability and growth.

Your Experience

- 10+ years of senior leadership experience, ideally in health, social services, or not-for-profit sectors
- Demonstrated success in strategy execution, operations, and financial oversight
- Experience working with a Board of Directors in a governance-driven environment
- Strong track record in organizational transformation, capacity-building, and systems improvement
- Experience in labour relations; exposure to social enterprise or foundations is an asset
- Post-secondary education in a related field; advanced degree (e.g., Master's, MBA) preferred

Why This Role? Why Now?

Catulpa is at a pivotal moment—with the opportunity to expand its impact in a rapidly evolving sector.

This role offers the chance to:

- Shape the future of developmental services in the region
- Lead a committed and passionate team
- Influence systems, partnerships, and outcomes at scale
- Leave a lasting legacy of impact and care

Compensation & Salary Range

A competitive executive compensation package is offered, with a base salary range of \$165K - \$200K, commensurate with experience, plus benefits.

Ready to Lead?

Please apply by **July 24, 2026**

Submit via email to exec@oxenham.com:

- Resume
 - Letter of interest (captioned **CV-CATOX-INT-07**)
 - Salary history and/or expectations
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Equal Opportunity & Accommodation

Catulpa is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability or any other basis protected by law.

Catulpa is committed to providing a barrier-free work environment in concert with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. As such, Catulpa and Oxenham Consultants Inc. will make accommodation available to applicants with disabilities upon request during the recruitment process.

***About Oxenham Consultants Inc**

Oxenham Consultants Inc is a global executive search/recruitment and talent management firm head-officed in Toronto. We work with companies and candidates across diverse industries in local and global markets in private, public and not-for-profit sectors to provide one-of-a-kind talent solutions under our integrated Total Talent Stewardship™ program, comprising: Talent Acquisition, Talent Retention, Talent Analytics and Employer Branding. Our track record over the last 25 years has been to help companies build sustainable results leveraging their most valuable asset – their people.
