The Ontario Disability Employment Network (ODEN) is a network-based, non-profit organization that is dedicated to advancing inclusive employment opportunities for individuals who have a disability across Ontario. ODEN serves as a trusted and influential provincial voice advocating for systemic changes to remove barriers and foster equity in the labour market.

Representing over 150 member agencies across Ontario, ODEN is committed to creating a future where individuals who have a disability have equal access to meaningful employment opportunities. Their mission is to support businesses, service providers, and stakeholders in fostering employment practices while advocating for policy changes that address issues related to removing barriers that limit employment opportunities for people who have a disability.

ODEN is looking for a dynamic, strategic, and collaborative leader to serve as Chief Executive Officer (CEO). Reporting to the Board of Directors, the successful candidate will be responsible for driving ODEN's mission through relationship-building, advocacy, organizational management, strategic growth, and financial oversight. As an employer of choice, ODEN has established a culture that is built on the foundations of diversity, excellence, innovation, integrity, respect, and stewardship. This role offers a unique chance for a visionary leader dedicated to driving systemic change to foster a meaningful impact.

BUILDING RELATIONSHIPS, ADVOCACY, INFLUENCE AND ENGAGEMENT

- Serve as the primary advocate for ODEN, representing the organization's mission and values to key stakeholders, including government, funders, member agencies, and corporate partners.
- Strengthen existing partnerships and cultivate new relationships with key government stakeholders such as the Ministry of Labour, Immigration, Training, and Skills Development; Children, Community and Social Services; Seniors and Accessibility; Education; Finance; and more.
- Act as ODEN's spokesperson in the media, at conferences, and during public speaking engagements, ensuring consistent representation of ODEN's voice and mission.
- Enhance member engagement by delivering value to member agencies and maintaining trust and open lines of communication.
- Build and promote partnerships with businesses to align disability employment services with corporate social responsibility goals.
- Proactively navigate and influence government policies and programs to benefit ODEN and its members, ensuring alignment with sector needs.
- Act as a collaborative partner advocating for systemic change while fostering positive relationships across sectors.

LEADERSHIP, SERVICE, AND ORGANIZATIONAL EXCELLENCE

- Foster a supportive, inclusive, and collaborative organizational culture that prioritizes flexibility, work-life balance, and team empowerment.
- Oversee a diverse remote team across Ontario and ensure alignment with ODEN's mission, vision, and values.

- Lead by example as a servant leader, balancing strategic decision-making with a hands-on approach to operations.
- Create and implement succession planning opportunities to ensure long-term employee engagement and organizational sustainability.
- Oversee the Human Resources responsibilities of the organization, including policy creation, staff welfare, performance improvement plans, and talent development.
- Provide mentorship and professional growth opportunities for staff, recognizing and leveraging the diverse skill sets across the organization.
- Design, implement, assess, and provide updates on operational plans aligned with the organization's strategic goals.
- Manage the daily operations to ensure efficiency and effectiveness while meeting stakeholder needs and expectations.
- Lead the planning, delivery, and evaluation of all organizational programs, services, and projects, ensuring they adhere to the highest quality standards.

STRATEGIC PLANNING, CHANGE MANAGEMENT, GROWTH, AND INNOVATION

- Guide the implementation of ODEN’s strategic plan, ensuring alignment with the organization’s mission, vision, and values.
- Drive innovation by encouraging creative and forward-thinking initiatives that address systemic barriers and expand opportunities for individuals with disabilities.
- Develop and execute strategies for sustainable growth, including new programs, partnerships, and funding opportunities.
- Respect and build upon ODEN’s history and success while leading the organization through modernization and change management.
- Identify and execute strategies to enhance member engagement and retention.
- Leverage technology and digital tools to improve service delivery, organizational efficiency, and member support.
- Work in partnership with the Board to manage any policy and procedure gaps and mitigate risks.

FINANCIAL MANAGEMENT, ADMINISTRATION, AND BOARD SUPPORT

- Provide strong financial oversight, managing multiple funding streams, including provincial, federal, and self-generated revenue.
- Ensure compliance with complex financial reporting requirements and develop sustainable financial frameworks.
- Oversee budgets, grant deliverables, and transfer payment agreements, ensuring alignment with strategic priorities.
- Collaborate with the Board of Directors to maintain open communication and provide updates on organizational strategy, operations, and financial health.
- Establish and maintain structured reporting and communication with the Board, ensuring transparency and accountability.
- Accountable to the Board of Directors with overall responsibility for day-to-day operations and the direction of the organization.

EXPERIENCE AND EXPERTISE

- Minimum of 5–10 years of progressive leadership experience in a related field such as disability services, employment services, non-profit management, or business.
- Demonstrated expertise in advocacy, relationship-building, and navigating complex stakeholder environments.
- Strong financial acumen and experience managing diverse funding streams and budgets.
- Proven ability to lead and manage remote teams while fostering a collaborative and inclusive culture.
- Experience in strategic planning, change management, and driving innovation in a dynamic environment.
- Exceptional communication skills, including public speaking, media engagement, and stakeholder relations.
- Familiarity with government relations and a strong understanding of policy development processes.
- Technological proficiency, including experience with digital tools for virtual collaboration and organizational efficiency.
- Previous experience working with, reporting to, or sitting on a Board of Directors.
- A post-secondary degree or diploma in a related field is preferred but not required; relevant experience is prioritized.

ODEN is dedicated to creating a workplace that reflects the diversity of the communities we serve. We value diverse perspectives and experiences, and encourage individuals from all backgrounds to apply, including those who may not meet every requirement listed.

Please forward a copy of your resume and cover letter in confidence to Angelo DiDonato, Recruitment Specialist at Logic Executive Search and Workplace Solutions via email at angelo@logicexecutivesearch.com.

Applications are being accepted until Monday, February 17th, at 4:59PM (EST).

To speak with one of our Executive Recruiters, please contact us at 1-877-227-9548. We thank all those who apply for this role, however, only those selected for an interview will be contacted.

Logic Executive Search and Workplace Solutions is committed to providing accessible employment practices that follow the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Should you require accommodation during any phase of the recruitment process, please let our recruitment team know.