## Executive Director
## Saskatchewan Wildlife Federation, Moose Jaw

Established in 1929, the Saskatchewan Wildlife Federation ("SWF") is a private, non-profit charitable organization of more than 32,000 members representing every walk of life in 121 branches across Saskatchewan. Per capita, we are the largest fish and wildlife conservation organization of its kind in the world, and an acknowledged leader in the field of conservation in Canada. Underscored by our commitment to the public trust doctrine, in which fish and wildlife resources are sustainably managed within the public domain, we maintain this leadership through a diversity of advocacy, conservation, education, and partnership initiatives including:

- Wildlife habitat protection and management programs
- Provincial fish hatchery administration and fisheries enhancement programs
- Numerous partnership agreements and working relationships with other organizations, representing industry, agriculture, conservation, and government
- Various education programs, including the Hannin Creek Education and Research Centre near Candle Lake
- National Archery in the Schools program

In addition to nine full time office staff and the 14-person Board of Directors, the work of the SWF is energized through the dedication of countless volunteers across the province. It is within this context that the SWF is seeking to recruit its next Executive Director ("ED").

Reporting to the Board of Directors, the ED builds organizational excellence through governance and management actions, providing strategic, financial, operational, risk assessment, and administrative leadership to the work of the organization. The ED represents SWF externally, strengthening its profile as the leading provincial voice for fish and wildlife conservation within Saskatchewan and Canada, and steers the organization's focus-driven program growth and revenue diversification strategies. The ED leads the team of motivated staff and fosters a collaborative culture that encourages innovative thinking. The ED understands issues at the local, provincial, and national levels, finding creative, overarching, and practical solutions to complex challenges and ensures that SWF is properly positioned to successfully meet the challenges of the future.

As the ideal candidate, you are an inspiring, respected, and trusted leader with the strategic foresight and growth mindset to position SWF for ongoing success and effect. You have demonstrated personal connections to wildlife, fish, nature conservation, rural culture, and outdoor pursuits. You offer SWF a bold outlook and the energy it needs to achieve its vision, mission, and objectives according to its strategic plan. You will also constantly seek to develop new and innovative

mechanisms to simultaneously solve conservation challenges whilst generating revenue. Your personal and professional networks should enrich SWF's current programs and partnerships and seek to develop new ones. You are a gifted communicator with exceptional interpersonal and networking skills, and you have a proven track record in fostering collaborations and strategic partnerships with the private sector, industry, agriculture, government, non-government, and indigenous organizations.

As a leader, you embody consistency, integrity, consideration, and objectivity. You are politically perceptive, a relationship builder with superior policy advocacy and influencing abilities, and a strong people manager with excellent team building, mentoring, and coaching skills. You are known as an honest, clear, and inclusive leader who motivates teams to achieve ambitious results, and you champion SWF's values of diversity, equity, and inclusion. Your experience and proven leadership within a comparable membership and program-based NGO, or in a senior position in government or the private sector, are requirements, and proficiency in the English language, financial budgeting and accounting are essential. The ED position is both office and field-based, with hours that reflect the flexible nature of the appointment.

Starting salary range is $100-150k per annum with benefits. To apply for this position, please submit your application to swfedsearch@swf.sk.ca.
Closing date is August 1, 2025.

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