



**BLUENOSE & COMPANY**



# **CHIEF EXECUTIVE OFFICER**

## **CONFIDENTIAL POSITION DESCRIPTION & OPPORTUNITY OVERVIEW**

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**CLIENT:** Rugby Ontario  
**ROLE:** Chief Executive Officer  
**LOCATION:** Whitby, Ontario Canada  
**REPORTS TO:** BOARD OF DIRECTORS  
**WEBSITE:** [www.rugbyontario.com](http://www.rugbyontario.com)

17-3785

## SITUATIONAL OVERVIEW

Rugby is a sport with a deep culture and tradition in Ontario. It is inclusive by nature and welcoming of all ages, abilities, sizes, shapes, genders and sexual orientations. Rugby also has a unique code of respect, hard work, dedication and integrity that is integral to the many different versions of the game. These versions include: touch, flag, mixed ability, wheelchair and full contact 15s and 7s, all of which are played at recreational, competitive and high-performance levels. This variety of offerings gives Rugby Ontario a terrific platform to maximize participation across the province and certainly makes rugby one of the most inclusive and open sports in Ontario and in Canada.

Ontario has become a global leader in education and technology talent, and its multicultural population base has had a very positive impact on the growth of soccer, basketball and cricket in the province. Now is the time for the right candidate to bring these same forces together to help take the sport of rugby to new heights in Ontario. We are looking for a leader who sees the incredible potential of our sport and who can build on Rugby Ontario's strong foundation of over 65 clubs, 11,000 members, a motivated workforce, thousands of passionate volunteers, and a highly successful high-performance program.

## POSITION

The CEO will report directly to the Board of Directors and will work with the board and senior management to set and refine the vision of the organization. The CEO will be a leader, a strong communicator and an accomplished manager. The CEO will spearhead the creation of the operational plan and will build a committed, service-oriented, organization through demonstrated management experience and techniques. The CEO will create and maintain an environment that sees volunteers recognized for their valuable work and encouraged to grow their ranks. The CEO will set achievable and sustainable fundraising goals for the organization and will implement proven fundraising strategies and initiatives to meet such goals. The CEO will lead the organization to record numbers of new participants in the sport and build on Ontario's reputation as a centre of excellence and development for the game.

## QUALIFICATIONS

### Essential Business Skills:

- > High level of professionalism with extensive boardroom experience
- > High level of financial proficiency with an ability to manage a multi-million dollar budget
- > Ability to navigate complex relationships with, and among, multiple stakeholders: clubs, players, referees society, government funding sources, sponsors, the NSO (Rugby Canada), etc.
- > Strong ties to the business community
- > Experience with amateur sports organizations (or other relevant growth organizations) and their operations
- > Creative, strategic thinker with a demonstrated ability to grow an organization sustainably



- > Strong communication skills
- > Strong leadership skills with a proven ability to lead a team by establishing priorities and goals, measuring performance and providing constructive feedback
- > Track record of recruiting volunteers and advisors and effectively leveraging them to help drive organizational objectives
- > Rugby domain knowledge, reputation and relationships are desirable, but not essential.

## **Key Personal Qualities:**

- > High level of integrity
- > Creative, strategic thinker
- > Natural connector, collaborator and relationship builder who values in-person meetings with stakeholders, sponsors and the broader rugby community
- > Strong leadership and management skills
- > Optimistic and positive attitude with the ability to inspire staff and volunteers
- > Strong on culture and values to help ensure that Rugby Ontario is a healthy, enjoyable and inclusive workplace

## **WHY IS THIS A COMPELLING POSITION FOR A TOP QUALITY PROFESSIONAL TO CONSIDER?**

If you are a leader who has demonstrated a 'winning way' and you want to leave a legacy for yourself, an organization and/or a world-leading sport, this is the role for you. Work closely with the leaders of other provincial, national and international sporting bodies. Build relationships with sport and business leaders across the country and abroad. Play a leading role in the provincial and national rugby development system and help propel Ontario on to the global rugby stage.

## **COMPENSATION**

The position offers a solid compensation package that will match the success and the skills of the candidate. The basic framework will include a competitive base salary and an annual performance bonus. The organization will pay for top performance, and the right leader will have the ability to generate material compensation from this position. Salary and structure will be based on the verified earnings history of the candidate selected. Rugby Ontario will provide a competitive overall benefits offering.

## **INTERVIEW PROCESS**

Bluenose & Company provides our client companies with best in class hiring process grounded in fact-based measurements and information. We believe that finding the best people for a role involves closely matching exact skills and attributes of candidates to the highly specific needs of our clients. Our entire process is built around providing a superior level of quality candidates to our clients who fit the specifications clearly. To accomplish this, we utilize our patent-pending hiring process which provides for improved hiring results and better fits for candidates and employers. To this end, our interview process with our client has been carefully discussed and will include:

- > Initial Interviews with Bluenose & Company.
- > Presentation of Long list of candidates to Client for approval.
- > Greenlight from Client to proceed to Round 2 for selected candidate(s).
- > Face-to-Face Interview with key members of the management team and Board of Directors to confirm match and culture fit.



- > Finalists will then complete a behavioural assessment process to compare individual behavioral and intellectual traits to our hiring database for similar positions we have filled. At this stage, it will take a candidate about 60 minutes to complete an on-line assessment process to help everyone ensure this is the right role and fit (skills, management style, and culture).
- > Offer Presentation with Bluenose & Company.

## APPLICATION

If you are interested in this position, please contact Mia Knesnovic ([mia@bluenoseandcompany.com](mailto:mia@bluenoseandcompany.com)) with your resume and contact details.