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OPPORTUNITY PROFILE EXECUTIVE DIRECTOR

PeaceBridge Institute

the right people

PEACEBRIDGE INSTITUTE | EXECUTIVE DIRECTOR

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THE ORGANIZATION

PEACEBRIDGE INSTITUTE

PeaceBridge Institute (“PeaceBridge”) was created through a partnership between the Mennonite Central Committee BC (“MCC BC”) and the Pacific Centre for Discipleship Association (“PCDA”). PeaceBridge will be structured as a registered non-profit society with charitable status, funded by the PCDA and MCC BC, with its own Board of Directors. Menno Hall is an inclusive and faith-informed student residence and hospitality space opening in September 2026 at the gateway to the University of British Columbia (UBC) Vancouver. Rooted in a Mennonite tradition of community, hospitality, and peace, Menno Hall aims to provide a spiritually nourishing and academically supportive home for a diverse group of student residents located at the gates of UBC.

PeaceBridge will be housed in dedicated academic space at Menno Hall, but its activities are entirely distinct from the residential operations of the building. It is not involved in property management or the administration of student housing.

PeaceBridge will work closely with NGOs, universities, the practitioner and academic communities, and with students, all in a multi-disciplinary environment. Its core work will focus on addressing issues such as poverty, conflict, polarization, Indigenous relations, urban issues, and refugees or displaced persons. Programming will include applied research, public conferences, workshops, and educational offerings.

The new Menno Hall is built on the legacy of the Menno Simons Centre, which provided student housing in a Christian faith-based community just outside of UBC for over 30 years. The Executive Director of PeaceBridge will define and advance this academic and practitioner mission from its earliest stages, in a context adjacent to—but not overlapping with—the residential function of Menno Hall.

To learn more, please visit [MCC BC](#), [PCDA](#), and [Menno Hall](#).

PeaceBridge Institute, a new initiative based at Menno Hall in Vancouver, invites applications for its inaugural Executive Director (“ED”). This is a rare opportunity to shape, lead, and grow a Centre dedicated to enhancing the capacity of MCC BC and like-minded aid and development organizations to further their capacity to meet basic human needs, advance development, and promote peace building.

The ED will serve as PeaceBridge’s founding leader visionary, builder, fundraiser, communicator, and administrator charged with launching a vibrant, faith-informed, practitioner-focused, and academically engaged hub for peace and development.

The successful candidate should bring a hybrid profile: grounded in applied field experience (e.g., NGO work, social entrepreneurship, humanitarian response), knowledgeable of scholarship or research (e.g., peace building, development studies, social sciences), and capable of building cross-sector bridges among academics, practitioners, churches, and community groups. This position uniquely bridges the academic and NGO sectors, helping to advance applied scholarship while remaining deeply rooted in field-based realities.

The ED will be a mission-driven founder with an entrepreneurial mindset who can operationalize a strategic vision, build sustainable programs, and lead with integrity in an Anabaptist faith-oriented setting.



Key Responsibilities

Vision & Strategy

- Develop long-term strategic and sustainability plans, including earned revenue, donor engagement, and efficient operational models;
- Identify, build, and incubate scalable programs, partnerships, and business models aligned with PeaceBridge’s mission; and
- Network with academic and practitioner organizations and individuals in order to build partnerships, ideas, expertise and capacity.



Public Engagement & Representation

- Identify relevant issues and approaches to engage target audiences;
- Act as the primary public spokesperson and ambassador of PeaceBridge; and
- Represent the Centre in academic, non-profit, and church-related forums.

Fundraising & Development

- Build a diversified revenue portfolio, including social enterprise approaches, program sponsorships, and strategic grants; and
- Build and sustain a network of institutional and individual supporters.

Research & Thoughtful Leadership

- Advance, manage, and support research, publications, and programmatic reflection within peace and development studies; and
- Identify emerging trends and shape PeaceBridge's intellectual direction.

Education & Programming

- Design and deliver educational offerings (conferences, lectures, workshops, residencies); and
- Mentor students, practitioners, and early-career researchers aligned with PeaceBridge's mission.

Administration, Governance & People Leadership

- Apply financial oversight and budget planning to ensure responsible use of resources;
- Establish internal systems with an eye toward scalability, an engaged culture, and operational excellence;
- Report to the Board of the Menno Hall Peace and Development Program; and
- Work alongside the Menno Hall leadership to ensure alignment and reporting.

THE PERSON

The ED should be a visionary and mission-driven leader who has the capacity to build PeaceBridge on the existing foundation provided by MCC BC and PCDA, creating all programs and resources to maximize organization's mandate and impact. Possessing a values-aligned, inclusive, and collaborative leadership style, the ED builds engagement by creating a true team environment, leveraging the expertise and strength that exists across PeaceBridge's founding organizations. The ED should be skilled as a speaker, advocate, project manager, and connector, with the ability to promote PeaceBridge with grace, tenacity, and empathy.



Required Qualifications and Skills

- Strong alignment with Christian faith-based service values and Anabaptist-informed perspectives;
- Deep appreciation for the PeaceBridge ethos, including a broad view of peace, praxis and innovation, applied research and training, engaging polarization by bringing a “Third Way”;
- Graduate degree in a field related to the purpose of the Institute, Doctorate degree preferred;
- Proven academic and/or thought leadership credentials (e.g., advanced degree, publications); demonstrated ability to plan, coordinate, and deliver research projects;
- Background in social entrepreneurship, nonprofit management, or business development;
- Deep understanding of the peace and development field, with a global and local outlook;
- Experience launching or scaling a program, department, or organization with measurable outcomes;
- Ability to think entrepreneurially, network effectively with academic and practitioner communities, evaluate ROI, and steward limited resources for high impact;
- Demonstrated success in grant writing, fundraising, and donor engagement; and
- Exceptional communication skills; comfort being the public face of a mission-driven organization.

Preferred Skills

- Proven ability to build and grow organizations, including managing teams and operations;
- Familiarity with funding models for mission-driven organizations, including venture philanthropy or blended finance; and
- Strong strategic planning, financial literacy, and comfort with business tools and analysis.



Competencies and Personal Characteristics

Leadership—Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable—Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic—Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty—Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative—Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation—Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

Effective Working Relationships—Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication—Clearly presents information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development—Fosters development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Partner Group Focused—Anticipates and attends to the needs of internal and external partner groups of the organization; keeps partner group interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. The salary range is \$110,000 to \$140,000 with an opportunity for rental housing on the Menno Hall campus.

FOR INFORMATION PLEASE CONTACT:

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