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Executive Director



About Sage Seniors Association

Sage Seniors Association (Sage) is a trusted, community-based organization dedicated to supporting the well-being, independence, and full participation of older adults across the Edmonton region. For more than 55 years, Sage has been a leader in providing innovative programs, social supports, and life-enriching services that meet seniors where they are and empower them to live vibrant, connected lives. Sage works collaboratively with community partners, funders, and volunteers to ensure seniors—particularly those who may be isolated, disadvantaged, or at risk—have access to the resources and supports they need to thrive.

Our Mission

Inspiring and supporting seniors to be the best they can be. Sage’s mission guides every program, relationship, and service the organization offers, with a focus on promoting social connection, intellectual engagement, and overall well-being for older adults in our community.

Our Vision

A community where all seniors are valued and have the opportunity to live according to their beliefs, abilities, and aspirations.

This vision drives Sage’s commitment to creating inclusive, age-friendly environments where seniors can contribute, participate, and live meaningful lives supported by responsive and accessible services.

Our Values and Guiding Principles

Sage’s work is anchored in a set of principles that shape the organization’s culture and approach to service:

- **Leadership:** Sage provides leadership within the seniors serving sector to expand community capacity and meet evolving needs.
- **Partnership & Collaboration:** Sage actively builds partnerships that strengthen services and improve outcomes for seniors.
- **Accessibility:** Programs are designed to be accessible regardless of physical, financial, educational, geographic, linguistic, or other barriers.
- **Holistic Support:** Services address seniors’ physical, mental, social, emotional, and environmental needs.
- **Prevention-Focused:** Programs emphasize prevention and early intervention.



- Innovation: Sage responds to emerging needs through research-informed, creative approaches to service delivery.
- Accountability & Transparency: Sage is a responsible steward of public and donor resources and provides clear reporting to stakeholders.
- Measurability: The organization evaluates outcomes to ensure continuous improvement and meaningful impact.
- Sustainability: Decisions and resources are directed toward long-term, sustainable programming.
- Human Resource Excellence: Sage strives to be an exemplary environment for both staff and volunteers.

To learn more about Sage Seniors Associations, visit www.mysage.ca

The Opportunity

The Executive Director role at the Sage Seniors Association (Sage) represents a rare and meaningful opportunity to lead one of Alberta's most respected organizations dedicated to enhancing the quality of life for older adults. As Sage enters its next chapter, the Executive Director will guide the organization through a period of continued transformation—strengthening its impact, deepening its partnerships, and championing the diverse needs of seniors across our community.

This is a role for a visionary leader who can see the big picture while ensuring the systems, people, and resources are in place to bring that vision to life. The Executive Director will inspire a talented team, engage a committed Board, and ensure Sage's programs and services remain relevant, responsive, and grounded in the lived experiences of the seniors we serve. From advocating for seniors' rights to stewarding major organizational initiatives, the Executive Director will influence not only Sage's future, but the broader seniors-serving sector across Alberta.

The role calls for a leader who thrives in complexity—someone comfortable navigating the intersections of policy, community need, service delivery, and operational excellence. A deep understanding of primary care and associated senior health services, as well as the seniors housing

and continuing care continuum, will be essential as Sage strengthens its position in an evolving landscape of regulations, funding models, system pressures, and emerging opportunities.

What truly sets this opportunity apart is Sage’s unwavering commitment to inclusion, equity, and social justice. Guided by an anti-racist and anti-oppressive framework, Sage works intentionally to combat ageism, remove barriers, and support the holistic well-being of low-resourced and equity-deserving seniors. The Executive Director will play a central role in championing these values and embedding them throughout the organization’s culture, partnerships, and practices.

For a leader passionate about community impact, energized by innovation, and motivated by purpose, this is an opportunity to make a profound difference. At Sage, seniors are not just service recipients—they are knowledge-holders, community builders, and valued contributors. The Executive Director will help create a future where every senior in Greater Edmonton and Alberta can live with dignity, choice, connection, and belonging.

Key Roles & Responsibilities

Strategic Leadership & Vision

- The Board has recently developed a ***multi-year strategic plan taking the organization to 2030***. The Executive Director will play an active role working with the Board and the senior team, ensuring the strategic plan is implemented and remains aligned with mission, values, and emerging community priorities.
- Translate Board-approved strategic priorities into actionable plans with clear objectives, timelines, and outcomes.
- Anticipate emerging trends, risks, and opportunities in seniors’ services, housing, and community development, ensuring Sage remains adaptive and forward-looking.

Governance & Board Relations

- Serve as the primary liaison between the Board of Directors and the organization, supporting effective governance and decision-making.
- Provide timely, accurate reporting on operations, finances, risks, and strategic progress.
- Support the Board in policy development, strategic planning, and ongoing governance excellence.



Operational Excellence

- Oversee day-to-day operations to ensure high-quality, client-centred programming across all service areas.
- Ensure organizational systems, policies, and processes support operational efficiency, safety, and regulatory compliance.
- Lead continuous improvement efforts to strengthen effectiveness, innovation, and service impact.

Financial Stewardship

- Provide strategic financial leadership, ensuring prudent management of resources and long-term organizational sustainability.
- Oversee budgeting, forecasting, and financial reporting; ensure strong internal controls and regulatory compliance.
- Support revenue diversification through grants, partnerships, and fundraising initiatives.

People & Culture Leadership

- Inspire, mentor, and support a skilled, mission-driven team, fostering a positive, inclusive, and collaborative workplace culture.
- Ensure alignment of HR practices with organizational values, including equity, inclusion, and anti-oppressive principles.
- Recruit, develop, and retain talent through thoughtful workforce planning and leadership development.

Partnerships & Government Relations

- Build and maintain strong relationships with government, community organizations, sector peers, funders, and senior-serving partners.



- Represent Sage with credibility and influence in public forums, advocacy efforts, and sector initiatives.
- Champion the rights, voices, and well-being of seniors, addressing systemic barriers, and advancing equity for low-resourced and marginalized older adults.

Program Stewardship & Impact Quality

- Oversee the design, implementation, monitoring, and evaluation of all programs to ensure they deliver measurable benefits and align with strategic priorities.
- Establish and maintain systems for collecting qualitative and quantitative data on outcomes, participant satisfaction, and community impact.
- Ensure programs reflect community input, sector evidence, and best practices, including best practices in gerontology, social work, continuing care, mental health, asset-based community development, and related fields.
- Integrate continuous improvement practices so that programs evolve alongside community needs, technological opportunities, and evidence-based approaches.
- Maintain compliance with all funder agreements, accreditation standards, and applicable legislation related to service delivery.

Equity, Inclusion & Community Impact

- Uphold and advance Sage’s commitment to anti-racism, anti-oppression, ageism reduction, and social justice in all areas of organizational practice.
- Foster meaningful engagement with equity-seeking seniors and their communities, ensuring programs reflect diverse lived experiences.
- Promote senior-led community development, relational connection, and social inclusion as core organizational principles.



The Person

Qualifications

The ideal candidate is a seasoned, values-driven leader who brings strategic insight, organizational stewardship, and a deep commitment to enhancing the lives of older adults. While professional pathways may differ, the Board seeks an Executive Director who demonstrates most of the following qualifications:

- **Proven senior leadership experience** within a non-profit, public sector, health, housing, or community-focused organization of comparable scale and complexity, with a track record of guiding mission-driven teams.
- **Demonstrated success partnering with a Board of Directors** in a governance-focused environment, including the ability to support effective decision-making, foster strong relationships, and champion best practices in accountability and transparency.
- **Comprehensive executive oversight experience**, including leadership of organizational strategy, operational excellence, financial sustainability, and risk management.
- **Ability to cultivate collaborative relationships** with government, funders, community partners, and diverse stakeholders to advance strategic priorities and enhance the organization's visibility and impact.
- **Strong business and financial acumen**, including experience with budgeting, resource allocation, and securing diversified funding streams.
- **A leadership style grounded in empathy, inclusion, and respect**, with the ability to inspire staff, build cohesive teams, and foster a culture of innovation and continuous improvement.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Ardyce Kouri or Deepthi Koshy** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

www.leadersinternational.com