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Alzheimer
Society
ALBERTA AND
NORTHWEST TERRITORIES

OPPORTUNITY PROFILE

Chief Executive Officer

About Alzheimer Society of Alberta and Northwest Territories

What We Do

The Alzheimer Society of Alberta and Northwest Territories is working to change the face of dementia and improve the quality of life for those with the disease. Serving Alberta and the Northwest Territories, the Society offers a network of educational and support services for people diagnosed with dementia and their care partners, builds partnerships with health professionals and the community, and advances research into treatments that improve the quality of life for those living with the disease. There is currently no known cause or cure for Alzheimer's disease or other dementias, but there is hope for creating a better tomorrow.

As of 2020, estimates place the number of people living with dementia in Alberta at 52,000 (61.2% female). The expectation is that this number will more than double by 2050 to 200,900 (61.2% female). In addition, the estimated and projected number of unpaid dementia care partners, and hours of care provided in Alberta were 30,300 (40.1 million hours/year) in 2020, and this is expected to increase to 118,200 (161.4 million hours/year) by 2050. The 2020 figures reflect an equivalent of 23,000 healthcare aides.

The Society's Programs and Services include:

- First Link®
- Individual care planning consultations
- Individual and group support
- Seeds of Hope learning series
- Onsite information and community referrals
- Public education and information
- "Hope For Dementia" – online community for individuals affected by dementia
- Urban/Rural programming
- Support for Young Onset Dementia (YOD)
- Specific programs to support Palliative aspects of disease progression
- Programs that support targeted cultural communities
- Funding of Alberta-based peer review research

The society has recently received a multi-year, multi-million-dollar commitment to funding from the Government of Alberta to pilot working with several targeted areas that directly support their strategic plan. The funding will further their work in:

- Cultural communities
- Rural support of People Living With Dementia (PLWD)
- Dementia Supportive Communities (modeled on Canadian and UK initiatives)
- Palliative approach to caring with PLWD

They are also currently in active conversations for an additional grant to support Young Onset Dementia.

The society is deeply committed to fostering equity both as an employer and in the delivery of services, ensuring that all individuals and communities, including those in rural and remote areas such as the Northwest Territories (NWT), have access to the support and opportunities they need to thrive.

Our Vision

Each person living with dementia, and those supporting them, can thrive as we focus on care today and a cure for tomorrow.

Our Mission

The Alzheimer Society of Alberta and Northwest Territories brings awareness to Alzheimer's disease and other dementias; helps alleviate the personal and social consequences of the disease; provides education and support programs; and promotes and funds research into the cause, prevention and cure.

To learn more about Alzheimer's Society of Alberta and Northwest Territories, visit alzheimer.ca/ab/

The Role: President and CEO

The Chief Executive Officer (CEO) reports to the Alzheimer Society's Board of Directors and is responsible for the effective operations of the Alzheimer Society of Alberta and Northwest Territories for the benefit of all its stakeholders.

Leading a team of five direct reports, Director, Programs & Services, Director, Finance & Administration Director, Development, Manager, Operations & Projects and the Manager, People & Culture, the CEO provides leadership and overall direction in the planning (strategic, operational and capital), development and implementation of processes, programs and services to support the vision and mission of the Society and fulfilment of the strategic priorities set by the Board.

Other key responsibilities include oversight of program development and administration, allowing for the optimal use of organizational finances, staff and resources, as well as Board support and stakeholder relationships. The CEO will also provide financial leadership by managing budgets and monitoring long-term strategic fiscal plans.

Key Opportunities and Challenges

The Government of Alberta's restructuring of services for seniors and individuals living with dementia presents a significant opportunity for the incoming CEO. The CEO will play a key role in establishing strong, productive relationships with Assisted Living and Social Services (ALSS) and Assisted Living Alberta (ALA), positioning ASANT as a trusted partner in supporting Albertans living with dementia and Alzheimer's disease, as well as their care partners.

As a member of the Federation of Alzheimer Societies, ASANT's CEO will foster strong partnerships with the Alzheimer Society of Canada and the Alzheimer Society of Calgary to advance shared priorities and strengthen service delivery across the province. The CEO will also ensure programs and services continue to meet the diverse needs of the communities served, including those in rural and remote regions.

In a challenging and evolving not-for-profit environment, the CEO must balance innovation and growth with prudent financial stewardship. This includes identifying new revenue opportunities while maintaining accountability and sustainability. The CEO will oversee and strengthen key provincial grant-funded initiatives,

including Cultural Communities, Palliative and Grief, Mobile Rural Navigator, and Dementia Supportive Communities. Working closely with government partners, the CEO will support the renewal and expansion of these initiatives through 2028 and pursue opportunities to embed them within ongoing core operations.

Key Responsibilities

Strategic and People Leadership

- Lead execution of the strategic plan aligned with Board priorities.
- Ensure compliance with employment and workplace legislation.
- Monitor emerging trends, risks, and opportunities.
- Foster an inclusive, ethical, and high-performing culture.
- Develop talent through performance management, leadership development, and succession planning.
- Lead organizational change and communicate strategic direction effectively.
- Establish and monitor organizational performance measures.

Stakeholder and Government Relations

- Build and maintain strategic relationships with governments, funders, partners, donors, volunteers, and clients.
- Foster partnerships and alliances that advance organizational goals.
- Serve as the organization's primary spokesperson and advocate.
- Strengthen community engagement and support a culture of philanthropy.
- Lead stakeholder engagement and communication strategies to enhance awareness and impact.

Fund Development and Stewardship

- Secure sustainable funding to support organizational priorities.
- Lead fundraising strategies and donor relations.
- Ensure accountability, transparency, and effective stewardship of fundraising resources.
- Provide regular fundraising performance reports to the Board.

Financial Management

- Oversee financial planning, controls, reporting, and compliance.
- Develop and manage the annual budget in alignment with strategic objectives.
- Monitor financial performance, sustainability, and organizational risk.
- Work with the Audit Committee and external auditors to ensure accountability and effective financial oversight.

Governance and Board Relations

- Partner with the Board on strategy, governance, and organizational priorities.
- Provide timely information, analysis, and strategic advice to support Board decision-making.
- Develop policies and operational plans for Board approval.
- Keep the Board informed of organizational performance, risks, and opportunities.
- Leverage Board relationships to support funding, advocacy, and community engagement.

The Person

Qualifications & Education Requirements

The ideal candidate will hold a post-secondary degree, with a Master's degree considered an asset, and bring extensive senior executive leadership experience in complex organizations. They will demonstrate strong financial acumen, expertise in stakeholder and partnership development, and success securing funding from government, corporate, and philanthropic sources. Exceptional communication skills, experience leading high-performing teams in an in-person environment, and the ability to drive organizational growth and sustainability are essential.

This leader will be a skilled relationship builder who fosters an inclusive, values-driven culture and inspires excellence in dynamic environments. They will possess a strong understanding of Board governance and a proven ability to work effectively with Boards of Directors and volunteer leaders. A demonstrated commitment to supporting individuals living with neurodegenerative diseases, disabilities, and their care partners is critical. Experience operating in a multi-site and/or federated organizational model would be considered an asset.

Knowledge, Skills & Attributes

Leadership - An authentic and strategic leader who inspires high performance through a clear vision, sound judgment, and a collaborative approach. Builds inclusive, accountable, and engaged teams; develops future leaders; and drives organizational success through effective communication, adaptability, and a commitment to excellence. Leads with integrity, fosters a positive culture, and delivers results in complex and evolving environments.

Relationship Building & Influence - Develops trusted relationships and strategic partnerships with internal and external stakeholders. Establishes credibility, influences outcomes, and collaborates effectively to advance organizational goals.

Government Relations - Builds and sustains effective relationships with government officials, ministries, agencies, and sector partners. Demonstrates political acuity and a strong understanding of public policy, funding environments, and government decision-making processes. Identifies opportunities to advance organizational priorities through advocacy, collaboration, and strategic engagement. Represents the organization credibly and professionally, influencing outcomes while maintaining trusted relationships across

all levels of government.

Communication & Interpersonal Effectiveness - An engaging and empathetic communicator who adapts messaging to diverse audiences. Demonstrates strong listening, presentation, written, and verbal communication skills.

Integrity & Authenticity- Demonstrates the highest standards of ethics, professionalism, transparency, and accountability. Build trust through consistent actions and sound judgment.

Business Acumen - Demonstrates strong financial, operational, and strategic judgment. Identifies opportunities, drives innovation, and effectively leverages resources to achieve results.

Problem Solving & Decision-Making - Exercises sound judgment in assessing complex issues, evaluating risks, and making informed decisions. Provides clear direction politically, operationally, and strategically sensitive situations.

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 Olesia Linkevych** at apply@leadersinternational.com, indicating the job title in the subject line.

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