



**Position:** Chief Executive Officer  
**Employer:** Rural Development Network (RDN)

**The Opportunity:**

This role is ideal for a purpose-driven leader who believes in the power of rural communities and wants to lead a team delivering community-centered projects. As CEO, you'll guide RDN into its next phase—bringing vision, compassion, and financial stewardship to sustain and scale our work while empowering the team to thrive. Our core program areas include housing, homelessness, attraction & retention of newcomers in rural areas, and other rural community development work. This role reports to RDN's board of directors.

You'll be stepping into an organization with strong momentum: a passionate and talented staff team, a culture rooted in collaboration and inclusion, and a solid foundation of programs and operations. We're looking for a CEO who can carry that momentum forward, building on what's working while leading us into what's next.

**Location:**

The RDN office is located in Edmonton, Alberta. As we are working mostly virtually, we will consider applicants located anywhere in Alberta who are willing and able to work remotely, with occasional travel required for events and to the Edmonton office. Please indicate in your cover letter where you are located.

**Responsibilities**

1. Leadership & Strategy – Rural Impact & Innovation

- Lead RDN's strategic growth in rural development, developing new and existing programs. RDN's work is primarily focused in Alberta, while also supporting communities elsewhere in Canada.
- Build relationships with communities, organizations, governments, funders, and partners to expand our reach and deepen our impact. Serve as the face of the organization in public relations matters, and represent RDN at events.
- Build on a long-term vision that positions RDN as a leader and innovator in rural community development.

2. People & Culture – Empowering an Amazing Team

- Foster a strong organizational culture rooted in trust, inclusivity, transparency, and collaboration.
- Support and empower the staff team of 15 to thrive in their roles, encouraging creativity, professional growth, autonomy, and well-being.
- Build internal leadership capacity and ensure the organization is structured for success.
- Champion reconciliation and equity, diversity, and inclusion throughout the organization's operations, culture, and partnerships.

3. Financial Stewardship – Sustainability & Growth

- Ensure long-term financial sustainability through diversified funding streams, including grants from governments and foundations, fee for service work/social enterprise, private sector partnerships, and other revenue.
- Oversee an operational budget of up to \$10 million and financial management with transparency and accountability.



- Proactively lead revenue generation strategies and funding development initiatives to support and scale RDN's work.

### **Who We're Looking For:**

We are looking for a strategic thinker, passionate about rural development, and energized by building relationships, developing people, and securing resources that sustain mission-driven work. An ideal candidate will bring:

- Proven senior leadership experience in a non-profit, public, or mission-driven sector.
- A strong understanding of rural issues and community development (lived or professional experience in rural/remote contexts is an asset).
- A people-first leadership style with a commitment to transparency and collaboration.
- Demonstrated success in fundraising, financial management, and/or business development.
- Exceptional communication skills and ability to connect with a wide range of people.
- Demonstrated experience in project management, research, advocacy, and working with boards.
- A related post-secondary degree (advanced degree is an asset) in a related field, such as non-profit leadership, community development, social work, human services, political science, public policy, social policy, planning or regional development, business administration, or other related field. Significant related experience may be considered in lieu.
- Computer proficiency and understanding of technology for a virtual work environment.
- Integrity and a clear understanding of ethical business practices

### **Salary & Other Benefits:**

- Starting at \$100,116/year based on a 35 hr work week. Salary will vary depending on the candidate's experience and qualifications.
- Eligibility for health benefits after 3 months of employment, RRSP matching after 1 year of employment, 3 weeks annual vacation and sick leave.
- RDN has a 35 hr work week. Staff have the option of working compressed work weeks, or shorter work days.
- Mostly virtual work environment with some in person commitments.

### **How to Apply:**

Please submit your application by **May 8, 2025** to [careers@ruraldevelopment.ca](mailto:careers@ruraldevelopment.ca) . Applicants should include a cover letter with their resume. **Anticipated start date for the position is between June - August 2025**, depending upon the successful candidates availability. If you are considering submitting an application and cannot meet the timeline, please contact us directly at the email noted above.

### **About the Rural Development Network:**

RDN is a non-profit organization that supports the sustainability of rural communities. We collaborate to identify and bring focus to rural issues, build local capacity, and find innovative, rural-based solutions to unique issues. Some of the key things RDN does are: developing tools and resources, working with communities & organizations on community development projects, advocacy, and facilitating partnerships and networks. Our key areas of focus include housing, homelessness, attraction & retention of newcomers in rural areas, and other community development work.



RDN is a very community-focused and entrepreneurial organization with a diverse team of 15 staff. We have a team-oriented and inclusive culture, we strive to help our staff grow, and encourage team members to explore their interests and develop new opportunities.

RDN is committed to and embraces diversity, equity, and inclusion ensuring an equitable workplace that welcomes and respects diversity amongst our staff, board members and volunteers.

To learn more about RDN, visit [www.ruraldevelopment.ca](http://www.ruraldevelopment.ca)