

United Way Elgin Middlesex

EXECUTIVE OPPORTUNITY BRIEF

President & Chief Executive Officer (CEO)



PRIME MANAGEMENT GROUP INC.

ABOUT US

United Way Elgin Middlesex is a respected community organization dedicated to improving lives and strengthening communities across Elgin and Middlesex counties. Through strategic investment, collaborative partnerships, and community-led solutions, United Way addresses complex social challenges and delivers meaningful, measurable impact. With a strong legacy of trust, accountability, and civic leadership, the organization plays a vital role in mobilizing people, resources, and ideas to build a more inclusive and resilient region.



Guided by a mission to ensure every person in every community has a fair shot at their best life, United Way Elgin Middlesex focuses on advancing social equity, reducing poverty, and strengthening community well-being. The organization provides regional leadership by convening partners across sectors, investing in evidence-based solutions, and driving system-level change to address complex social issues affecting Elgin and Middlesex counties.

POSITION DESCRIPTION

Prime Management Group Inc. is pleased to partner with United Way Elgin Middlesex in the recruitment of an accomplished, community-focused, and strategically minded President & Chief Executive Officer (CEO). This is a significant leadership opportunity for a relationship-oriented executive to guide a highly respected organization in a competitive, evolving funding landscape. Based in London, Ontario, with an active presence across the region, the President & CEO will serve as the organization's chief strategist, fundraiser, and public ambassador.

Reporting to the Board of Directors, the President & CEO will provide purpose-driven leadership and organizational stewardship for United Way Elgin Middlesex, ensuring strong alignment with its mission, values, and long-term priorities. This includes translating strategy into execution, providing visionary leadership that inspires team success, while maintaining strong oversight across operations, people, and resources. In close partnership with the Board and its committees, the President & CEO will provide informed guidance, advance policy development, support effective governance, and ensure transparent reporting and sound decision-making.

Fundraising and community engagement are central to this role. As the organization's visible and influential chief fundraiser, the President & CEO will lead innovative, diversified, and sustainable fundraising strategies, working closely with corporate and community partners, leadership-level and individual donors, senior volunteers, and the Campaign Cabinet to advance campaigns, strengthen donor relationships, and support long-term financial strength.

POSITION DESCRIPTION

Internally, the President & CEO will cultivate a high-performing organizational culture grounded in collaboration, accountability, and continuous improvement. This includes leading the Senior Management Team, supporting staff performance and development, and ensuring effective human resource practices. The President & CEO will also exercise disciplined fiscal and operational oversight, including budgeting, financial planning, risk management, and the integrity of financial and information systems.

Externally, the values-driven and people-centred President & CEO will serve as the primary representative of United Way Elgin Middlesex locally and across the broader United Way network. Acting as a confident and credible spokesperson, they will strengthen relationships with government leaders, community agencies, corporate partners, donors, media, and peer organizations. Through active participation in local, provincial, national, and international United Way initiatives, this leader will contribute to collaboration, knowledge-sharing, and the continued evolution of the United Way movement.

With a strong commitment to community development, equity, and reconciliation, the President & CEO, will champion the organization's Reconciliation and Equity Plan, embedding inclusive, anti-oppressive, and anti-racist practices into both internal operations and external relationships.

CANDIDATE QUALIFICATIONS

To be considered for this exciting opportunity, candidates should possess the following:

- A relevant post-secondary education, with seven to ten (7–10+) years of progressive senior leadership experience, ideally within a non-profit, community-based, or mission-driven organization.
- Demonstrated success leading innovative and sustainable fundraising initiatives, with experience engaging corporate partners, major donors, and senior volunteers.
- Proven ability and experience serving as a visible community leader and relationship-builder across business, government, and the non-profit sector.
- Experience working effectively with a governance Board, including strategic planning, policy development, and accountability reporting.
- Strong financial and operational acumen, with experience overseeing budgets, fiscal planning, and organizational risk.
- Demonstrated ability to lead, develop, and inspire high-performing teams within a values-driven organizational culture.
- Exceptional communication and public speaking skills, with confidence representing an organization in diverse settings.
- A collaborative, values-based leadership style marked by integrity, empathy, sound judgment, and a commitment to equity and inclusive practice.
- Knowledge of, or experience within, community development or social services, with an appreciation for sector collaboration and networked organizations.
- A valid Ontario driver's license and access to reliable transportation for regional travel.

This position is being posted to fill a current vacancy.

Prime Management Group Inc. does not use artificial intelligence (AI) to screen, assess, or select candidates. Candidate applications are reviewed by a senior Prime Management Group Inc. Executive Search Consultant as part of our recruitment process.

ABOUT PMG

Meet Prime Management Group Inc.

An international award-winning firm, operated and headquartered in London, Ontario, Prime Management Group Inc. has succeeded for over 30 years as an adaptive, resolute Executive Search firm, impacting organizations and the lives of the people who join them.

Client and Candidate Centric Focus, Collaboration, Teamwork, Respect, Excellence, Honesty, and Integrity form the basis of all Prime Management Group Inc.'s relationships. These core values are instrumental in our business success and are witnessed in each and every client and candidate interaction. We respect our clients and value their organizations, employees, and strategic goals, while also placing a high priority on our candidate relationships during their ongoing pursuit of excellence as it relates to their career journey.

We are proactive and accountable in our delivery of recruitment and consulting best practices. We build partnerships that commence at the onset of each project and continue well beyond the placement of the successful candidate - These partnerships and collaborations are founded on mutual respect, professionalism, and trust. As a result, our candidates and clients rely on us to conduct the search with the highest level of accountability and integrity.



OUR TEAM

Prime Management Group Inc.



Director of HR Consulting and
Talent Acquisition

Michelle Rawson

Michelle has over over 20 years of successful experience in Senior Operational Management, Team Leadership, Corporate Recruitment, Strategy Development and Human Resources with a focus on; C Suite/executive/leadership recruitment and Board directed searches, performance/change management, executive development/training and coaching, conflict resolution, leadership onboarding, recruitment audits, wage and benefit surveys, and business/process integrations.

Michelle's recruitment and HR consulting specialization span several industries including; Finance, Information Technology, Engineering, Health Sciences, Education, Non-Profit and Manufacturing. Having worked and successfully led diverse teams and operations in many of these industries herself, Michelle understands the challenges/complexities that leaders face in attracting, retaining and onboarding top employee and management talent.

Using a highly collaborative approach and when the organizational need arises, Michelle can partner with clients to provide both recruitment and customized HR solutions in a variety of areas to enhance organizational capacity and effectiveness.

Michelle is a graduate of Western University with an honours degree in Political Science, coupled with a Human Resources and Mutual Funds certification.

OUR TEAM

Prime Management Group Inc.



Executive Recruitment &
Sourcing Specialist
Katie Kennedy

Katie brings a strong background in customer service and administrative support to her role as Executive Recruitment & Sourcing Specialist at Prime Management Group Inc. She works closely with Senior Consultants on every executive search, helping to create a smooth, positive experience for both candidates and clients.

Drawing on experience in legal and non-profit environments, Katie is known for her friendly, approachable manner, strong attention to detail, and clear communication. She supports executive recruitment, consulting, and HR projects through thoughtful coordination and collaboration

Our Commitment To

EQUITY, DIVERSITY, AND INCLUSION

Addressing Biases

Prime Management Group Inc. emphasizes equity, diversity, and inclusion (EDI) across all recruitment stages. By identifying and addressing biases, we aim for objectivity in our hiring practices, focusing on the skills, qualifications, and potential of candidates, rather than on demographic or personal details.

EDI-Informed Interviews

We ensure interviews are equitable, giving every candidate a fair chance to showcase their skills and abilities without bias. Accommodations are available, we steer clear of discriminatory language, and maintain a consistent question sequence for all interviews.

A Note on Confidentiality

Prime Management Group Inc.'s search process ensures unwavering confidentiality while respectfully adhering to the Human Rights Act to uphold an unbiased and successful process for our candidates.

APPLICATION PROCESS

Working in partnership with **United Way Eglin Middlesex** Prime Management Group Inc. will be accepting all resumes and cover letters in confidence from interested candidates.

Prime Management Group Inc. is an Executive Search & Recruitment + HR Consulting firm serving clients across Canada and beyond. We are committed to conducting an unbiased recruitment process that aligns with the Human Rights Act, ensuring equity, diversity, and inclusion in our searches. We welcome candidates from all backgrounds and are dedicated to creating an accessible and inclusive recruitment experience. If you require assistance at any stage of the process, please let us know how we can support you.

Interested? Apply here.

CONTACT INFORMATION

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