



## Job Opportunity: **Chief Executive Officer – Recycle NB**

Our client, **Recycle NB**, is seeking a bilingual, dynamic and seasoned leader to serve as **Chief Executive Officer (CEO)** at their head office in Fredericton, NB. As a Crown body under the Accountability and Continuous Improvement Act, Recycle NB is expected to deliver on priority areas outlined by the Minister of Environment and Climate Change.

Reporting to the Board of Directors, the CEO will play a key role in strategically developing and directing waste management programs, activities, services, and operations related to designated waste materials within the Province of New Brunswick. The CEO is accountable to key government, industry, and public stakeholders.

### **What you'll do:**

- Engage stakeholders to determine what activities and strategies best support short and long-term goals and objectives.
- Establish and maintain positive and productive relationships with public/private stakeholders, media, and government representatives.
- Work collaboratively with the Recycle NB team and Board of Directors to develop and evaluate the long-term strategic plan.
- Develop, execute, and evaluate the annual business plan that outlines the direction and activities.
- Develop administrative and operational policies, procedures, and practices that meet appropriate standards and legal responsibilities for designated material management.
- Oversee developing and implementing policies, procedures, and processes that support program quality, pay equity, and organizational stability.
- Provide guidance and leadership for the oversight of operational and promotional activities.
- Monitor and evaluate programs, activities, and services' relevancy, effectiveness, and impact.
- Serve as chief spokesperson for Recycle NB with support from staff.
- Ensure that the organization's mission, programs, activities, and services are consistently presented in a strong and positive image.
- Develop and maintain a positive, ethical work environment that attracts, retains, and motivates high-quality staff.
- Provide input and advice to legislators, regulatory agencies, community groups, and industry for developing, implementing, and interpreting legislative and regulatory requirements.
- Develop and oversee fiscal responsibilities, ensuring effective management.
- Prepare and oversee the preparation of all materials, engage with, and present to the Board of Directors and Sub-Committee Meetings. The Board meets at least five times a year, including the AGM. The Committees (Audit and Finance) meet at least twice per year.



### Key competencies:

- Highly competent in transitioning from strategic advisor to hands-on involvement in a small team setting.
- Possess substantial experience collaborating with boards and committees.
- Demonstrate proficiency in establishing and nurturing collaborative relationships with diverse partners, each bringing unique perspectives.
- Proven ability to engage and motivate others to lead initiatives, achieving results through influence and collaboration.
- Exhibit advanced skills for delivering compelling and formal presentations to government, industry, and/or the public.
- Strong interpersonal skills and an emotionally intelligent leader.
- Knowledge and hands-on experience managing and administering diverse and innovative programs, activities, and services.

### Education and experience:

- 8+ years of senior leadership experience.
- Bachelor's degree in business/ commerce, engineering, environmental science, or related discipline. An equivalency of education and experience may be considered.
- Experience working in the recycling industry, government-regulated industry, or related sectors (waste management, sustainability, consulting, or environmental advocacy).
- Proven track record leading people, projects, and relationships within multi-partner environments.
- Bilingual French and English (written and verbal) are required.
- A valid driver's license.

### Why join Recycle NB?

- Lead the vision of a healthier and more sustainable environment that will benefit all residents of this province.
- Competitive Compensation – current salary scale \$4,726 - \$5,199 bi-weekly/ \$122,876 - \$135,174 annual
- Health, drug, dental, life insurance, dependent life insurance, AD&D, EFAP, and LTD Benefits.
- On a quarterly basis, an equivalency of a total of 5 % of the Employee's gross annual salary for contribution to an RRSP or similar savings plan."
- An onsite work environment (Fredericton, NB) with some flexibility for remote as needed.

Applications must be submitted no later than **April 22, 2024**, via email to [maggie@teamjmc.ca](mailto:maggie@teamjmc.ca). All applicants must include a resume and cover letter demonstrating their skills and qualifications to meet the job requirements.

All are thanked for their interest in this position, but only those selected for an interview will be contacted.