



Chief Executive Officer British Columbia Golf

The Opportunity

British Columbia Golf is seeking its next leader, to assume responsibility in 2025. Reporting to the Board the Chief Executive Officer (CEO) is responsible for the successful leadership and operational management of the organization to ensure it achieves its mission, vision and objectives. The CEO manages the business and affairs of the organization, including governance, financial management, staff, contractor and volunteer management, marketing, member engagement and continuing growth of the sport of golf. The CEO acts as a professional advisor to the Board on all aspects of the organization's activities and oversees the staff complement of 10.

This position is based in Delta, BC, and requires that the CEO live in the immediate travel vicinity and work at the office location as required.

About The Organization

British Columbia Golf is the Provincial Sport Organization (PSO) for golf as recognized by the Government of British Columbia and ViaSport. Golf Canada recognizes the association as the governing body within the province, representing more than 80,000 members at more than 300 clubs.

British Columbia Golf provides programs and services which benefit golfers and golf facilities in the province. This includes annual championships and development programs for athletes and coaches. The organization also administers the rules of golf, handicapping and course rating. British Columbia Golf is involved in national golf affairs through its affiliation with Golf Canada and the other provincial golf associations. Internationally, British Columbia Golf is affiliated with the Pacific Northwest Golf Association, the Pacific Coast Golf Association and Junior America's Cup, and is an active member of the International Association of Golf Administrators (IAGA).

The Ideal Candidate

This is an excellent opportunity for a visionary executive (CEO, Executive Director or General Manager), ideally with experience in a sports association. The successful candidate will hold a post-secondary degree in business administration, non-profit management or sport management; and at least seven years' experience at a mid to senior management level with progressively senior leadership skills.

We are seeking a hands-on leader who is adept at managing, growing and developing a diverse and capable team. An inspiring and clear communicator, the CEO acts as mentor and coach to the team,

playing people to their strengths in line with strategy and priorities and engaging in tough conversations when needed to align with the high-performance culture.

A transparent and proactive partner to the Board of Directors, the CEO leads toward the future, ensuring the strategic plan and goals guide implementation plans that are organized, managed and monitored consistently in context with the seasonal demands of the sport.

As the primary spokesperson and representative of the organization, the CEO drives collaboration with our member clubs, Golf Canada, golf associations in other provinces and other local and national stakeholders, sponsors, and governing bodies. Champions Safe Sport and maintains the integrity and reputation of British Columbia Golf as a world class strategic leader and partner.

Key Responsibilities

This role oversees all British Columbia Golf staff to fulfill the goals and priorities of the organization under the guidance of the Board.

Strategic Leadership:

- Collaborate with the Board to develop and execute a forward-looking strategic plan.
- Monitor KPIs and report on progress quarterly to align with organizational goals.
- Stay ahead of industry trends, providing insights and recommendations for growth.

Financial and Risk Oversight:

- Oversee fiscal responsibility, including budgeting, revenue generation, and financial reporting.
- Identify opportunities for sponsorships, grants, and partnerships.
- Identify, assess and inform the Board of internal and external issues that affect the organization; implement measures to mitigate risk.

Program Planning, Management and Operations:

- Lead the development, implementation and monitoring of high-quality programs that meet members' needs and promote sport growth.
- Manage daily operations, ensuring efficient systems, policies, and internal controls.

Talent & Organizational Development:

- Build, retain and oversee a high-performing team, fostering a culture of collaboration, inclusivity, and innovation and a high level of employee engagement.
- Ensure staff development and success through performance feedback, coaching and mentoring, professional development opportunities and succession planning.

Stakeholder Engagement:

- Act as the primary advocate for members and represent British Columbia Golf in media and public forums.
- Build relationships with sponsors, government agencies, and governing bodies.

Board Liaison:

- Serve as the main point of contact for the Board, ensuring compliance and governance excellence.

Qualifications and Experience

- Bachelor's degree in business, Non-Profit Management, Sport Management, or a related field.
- Proven leadership experience, preferably in a sports or non-profit environment.
- A minimum of 7-10 years' experience in a senior leadership role within a non-profit or sports organization, or an equivalent combination of education and relevant work experience.
- Strong understanding of governance practices and experience working with a Board of Directors.
- Demonstrated success in strategic planning, financial management, team leadership/management and organizational development.
- Ability to champion the creation and maintenance of an organizational climate that fosters individual excellence and collective commitment to the mission and operations of the organization, ensuring a high degree of employee engagement, performance and satisfaction.
- Knowledge of innovative ways to grow the sport through funding, revenue building and corporate partnering.
- Passion for golf and a commitment to the growth and integrity of the sport.
- Current knowledge of Safe Sport.

Compensation

A competitive compensation package will be provided including a base salary likely within the range of \$115,000 to \$150,000, plus benefits. Further details will be discussed in a personal interview.

How to Apply

Please send your current resume and a well-crafted cover letter explaining why you are a great fit for this unique leadership opportunity to: opportunities@kmclaughlin.com

British Columbia Golf and McLaughlin & Associates are committed to diversity, equity and inclusion in all of our recruitment and hiring practices, and to partnering to create equal and inclusive working environments for people of all backgrounds.

We truly appreciate all applicants. We will be in contact with only those selected for an interview.

For more information please contact:

Tracy Josling, Senior Associate

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Kathy McLaughlin, Managing Partner

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About McLaughlin & Associates

Founded in 2007 on the traditional, ancestral and unceded territory of the Coast Salish peoples—Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwítulh (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations, McLaughlin & Associates works at the intersection of strategy and governance to help boards and leadership teams align towards desired goals and outcomes. Our commitments to Environmental, Social and Governance (ESG) factors, to Truth and Reconciliation, and to health and wellbeing, inform our work and govern our lives.

We work for a wide variety of public sector, private sector and not for profit organizations, with deep expertise in charities, professional associations, member-based societies, regulatory bodies, co-operatives, NGOs, crown agencies, private and family enterprise.

The McLaughlin team of Senior Associates each bring complementary skills to our work in executive recruitment, strategic planning, governance consulting, executive coaching, performance development and leadership assessment.

For more information, please visit our [website](#).