

United Way Elgin Middlesex

President & Chief Executive Officer

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.

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.

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.

Qualifications and Experience

The successful candidate will bring:

- 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.

Working in partnership with United Way Elgin Middlesex, Prime Management Group Inc. will accept all resumes and cover letters from interested candidates in confidence. To express interest in this opportunity, [please submit your application here.](#)

Prime Management Group Inc. is an Executive Search & Recruitment + HR Consulting firm serving Southwestern Ontario and beyond. Our search process ensures confidentiality while respectfully adhering to the Human Rights Act. We are committed to equity, diversity, and inclusion and welcome applicants from all backgrounds.

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.