

Higher Talent is currently seeking passionate and strategic candidates for the position of **Executive Director** for our client, the **Newfoundland and Labrador Aquaculture Industry Association (NAIA)**, located in St. John's, Newfoundland and Labrador.

#### WHO WE ARE:

The Newfoundland and Labrador Aquaculture Industry Association (NAIA) is a member-based organization that represents the interests of seafood farmers and their suppliers in Newfoundland and Labrador. We are passionate advocates on behalf of our members to facilitate and promote the responsible development of the aquaculture industry. To learn more about who we are, please visit: <https://naia.ca/>.

#### THE ROLE:

Reporting to the Board of Directors, the **Executive Director** will represent the organization's best interests and guide the strategic development and promotional opportunities of the seafood industry throughout the Province of Newfoundland and Labrador. The Executive Director is a passionate and strategic leader who is responsible for the overall strategic direction, board governance, financial and HR management, operations and project management, membership engagement, public relations, partnership development, risk management, growth and sustainability of NAIA. Key responsibilities include:

- **Strategic Leadership:** Collaborates with the Board of Directors to develop a vision and strategic plan to guide NAIA in the development and execution of long-term and short-term goals and objectives for growth and sustainability.
- **Board Governance:** Work collaboratively with NAIA's [Board of Directors](#), providing regular and ongoing communication, providing all information necessary for Board members to make informed decisions. Proactively draft policies for Board approval and as well as reviewing existing policies and procedures for continuous improvement.
- **Financial Management and Fund Diversification:** Oversee the sound financial management of the organization to ensure its long-term sustainability. Maintain and develop varied funding opportunities across sectors and projects to ensure a diverse and strong financial foundation for the organization.
- **Team Leadership:** Build, lead, and coach a [high-performing team](#), fostering a positive, engaged, collaborative, and open communication work culture. Develop and implement all related HR management policies, procedures, and processes.
- **Operations and Project Management:** Lead and direct operational plans, services, project budgets including the analysis and evaluation of projects and services that promote opportunities for aquaculture in NL.
- **Membership Engagement:** Work to grow and retain [members](#) who have an interest in the aquaculture industry in NL including advocating at all levels of government on issues of industry importance.
- **Public Relations and Advocacy:** Serve as the primary spokesperson NAIA, representing and advocating the views and interests of the organization to appropriate local, national, and international forums
- **Partnership Development:** Develop and maintain strong collaborative relations with key stakeholders including funders, government, agencies, industry, etc.
- **Risk Management:** Identify, assess, monitor, and limit risk exposure associated with financial, operational, cybersecurity, and reputational challenges through implementation of strategies to minimize or mitigate their impact on the organization.

#### OUR IDEAL CANDIDATE:

- Demonstrated leadership experience in member relations, public advocacy, networking, collaborative government (provincial and federal) relations, including acquisition of funding.
- Knowledge of the seafood industry, including familiarity with the provincial and federal regulatory regimes, and the business environment for the seafood industry locally, nationally, and internationally would be considered an asset.
- Well developed communication, media relation, public speaking, presentations, and facilitation skills.
- Substantial experience in strategic planning, leading people, financial operations, and project execution.
- Strong decision-making capabilities, excellent analytical and problem-solving skills.
- Self-starter who demonstrates passion for the work, takes initiative with the ability to multitask, prioritize, and meet deadlines in a fast-paced environment.
- Demonstrated conflict management skills through conflict resolution, advisory services, including coaching, mediations, and alternate dispute resolution techniques.
- Well developed event management abilities including the organization of conferences and tradeshow.
- Familiarity with not-for-profit member-based organizations and/or association operations.

#### OUR WORK ENVIRONMENT – STRONGER TOGETHER:

- We offer an attractive Total Compensation package which includes a competitive salary, comprehensive benefit package, employer matching RRSP, personal days off, and professional development and growth opportunities.
- Travel throughout Newfoundland and Labrador will be required; and occasionally national/international travel.

**HOW TO APPLY:** Please apply online in confidence to <http://jumpcareers.ca/bullhorn/#/jobs/1305>

We value the diverse lived and professional experiences candidates bring and encourage you to apply even if you do not feel you meet all of the qualifications listed. If you are a passionate and strategic leader, and are prepared to meet the challenges as outlined, apply in confidence today! For more information, please contact:

**Christine Phillips** | HR Consultant & Executive Recruiter | [christine@highertalent.ca](mailto:christine@highertalent.ca)  
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