



Chief Executive Officer (CEO)
Alberta Native Friendship Centres Association (ANFCA)
Edmonton, Alberta

About ANFCA

Alberta Native Friendship Centres Association (ANFCA) is the provincial association representing Alberta's member Friendship Centres. Working in partnership with member Friendship Centres, Elders, Knowledge Holders, governments, and community organizations, ANFCA advances the Friendship Centre Movement by strengthening Indigenous communities through advocacy, capacity building, strategic partnerships, and culturally grounded programs and services.

Guided by Indigenous values, respect, and relationship-based leadership, ANFCA is committed to supporting the well-being and success of Indigenous peoples and communities across Alberta.

The Opportunity

ANFCA is seeking a visionary and relationship-focused Chief Executive Officer (CEO) to lead the organization through an exciting period of growth, strategic advancement, and community impact.

Reporting to the Board of Directors through the Executive Committee, the CEO will provide strategic leadership to advance ANFCA's mission of strengthening the Friendship Centre Movement and supporting Indigenous communities across Alberta.

Guided by Indigenous values, cultural stewardship, and relationship-based leadership, the CEO will lead the implementation of ANFCA's Strategic Priorities and Goals 2025–2030. Working closely with the Board of Directors, member Friendship Centres, Elders, Youth, Knowledge Holders, governments, and community partners, the CEO will champion advocacy, strengthen partnerships, promote organizational sustainability, and foster a collaborative, accountable workplace culture.

The successful candidate will play a key leadership role in advancing ANFCA's Strategic Priorities and Goals 2025–2030, strengthening organizational capacity, expanding partnerships, enhancing advocacy efforts, and supporting the continued growth and impact of the Friendship Centre Movement throughout Alberta.

This position is based in Edmonton and requires regular travel throughout Alberta.

Qualifications

The successful candidate will be an accomplished executive leader with a minimum of 10 years of progressive senior leadership experience, including experience in a Chief Executive Officer, Executive Director, or comparable executive leadership role. They will have a demonstrated record of leading complex organizations through strategic planning, organizational growth, financial stewardship, and change management.

The successful candidate will possess a post-secondary degree in business administration, public administration, Indigenous studies, social sciences, or a related field. ANFCA recognizes that an equivalent combination of education, executive leadership experience, and lived experience may also provide the knowledge and expertise required to succeed in this role.

The successful candidate will have extensive experience working with Boards of Directors and governance structures, building and maintaining collaborative relationships with Indigenous communities, governments, funding partners, and other stakeholders. They will possess exceptional communication, negotiation, advocacy, and relationship-building skills, with the ability to represent ANFCA effectively at the local, provincial, and national levels.

A demonstrated understanding of Indigenous cultures, histories, rights, and contemporary issues is essential, together with a commitment to cultural humility, ethical leadership, and relationship-based approaches. The successful candidate will have a proven ability to lead and inspire diverse teams while fostering a respectful, inclusive, and high-performing workplace culture.

A valid Class 5 driver's licence, the ability to travel regularly throughout Alberta, and the ability to obtain and maintain a satisfactory Criminal Record Check are required.

Preference will be given to candidates with experience working within the Friendship Centre Movement or other Indigenous-led organizations, as well as knowledge of the social, economic, and political landscape affecting Indigenous communities in Alberta and across Canada. Experience with not-for-profit leadership, government funding agreements, grant administration, organizational advocacy, and relationship-building with diverse partners will be considered strong assets. Lived experience and established relationships within Indigenous communities are also valued and will be considered assets.

Compensation

ANFCA offers a competitive executive compensation package commensurate with the successful candidate's qualifications and experience. The salary range for this position is **\$135,000–\$145,000 per annum**, together with a comprehensive benefits package, group RRSP plan, health and wellness spending account, and professional development opportunities.

The successful candidate will become eligible for the benefits package and group RRSP plan upon the successful completion of a six-month probationary period. Employment is subject to the satisfactory completion of a six-month probationary period, during which employment may be terminated in accordance with the terms of the employment agreement and applicable law.

If you are a collaborative and strategic leader who is passionate about creating a lasting, positive impact for Indigenous communities and advancing the Friendship Centre Movement, we invite you to apply.

To Apply

Please submit:

- A cover letter outlining your interest in the position and your leadership philosophy.
- A current résumé highlighting your relevant executive experience.
- Three professional references, including at least one reference who has had direct experience with the candidate's executive leadership and governance capabilities.

Applications should be emailed to **secretary@anfca.com** with the subject line:
Chief Executive Officer Application

Application Deadline: Monday, August 31, 2026, at 4:00 p.m. MST

Equity and Inclusion

ANFCA is committed to equitable, inclusive, and culturally respectful recruitment practices. We welcome applications from individuals who share our commitment to Indigenous leadership, cultural stewardship, community engagement, and advancing the Friendship Centre Movement throughout Alberta.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.