



**CIPP – Professionals building better communities.**

The Civic Institute of Professional Personnel (CIPP) is the union that represents professional employees at the City of Ottawa and the Ottawa Community Housing Corporation, whose members are the professionals who work for the people of Ottawa. Through collective bargaining, representation, and advocacy, CIPP works for its members so they can focus on the work they are passionate about. CIPP is committed to its members, its community, and quality public services and is governed by a Board of Directors elected by and from the membership. CIPP is currently seeking an exceptional individual and principled leader to replace their departing and highly respected incumbent as

### **Executive Director**

The Executive Director is CIPP's chief administrative officer and is responsible for the successful leadership, management and delivery of services and initiatives that support CIPP's mission and is aligned with the strategic direction approved by the Board of Directors. You will effectively lead operations, ensuring optimal use of organizational resources, including finances, human and other resources, while promoting the long-term sustainability and efficiency of the organization. The Executive Director oversees CIPP's brand identity, marketing and communications efforts and serves as the public spokesperson to government agencies, other organizations and unions, the media, and the public at large. As a subject matter expert, the Executive Director is also responsible for the effective delivery of labour relations expertise and advice, which includes leading collective bargaining negotiations and consultations with CIPP members' employers and formulating recommendations. Your focus will be on advocacy and representation for members and championing issues that impact membership. As a passionate ambassador who will act as a strong voice on behalf of the membership, you are respectful, honest, and transparent with the ability to influence change.

As a highly strategic and progressive leader, the ideal candidate will possess high emotional intelligence, sound judgement and excellent communication and presentation skills. Labour relations experience, whether on the union- or employer- side, is required, as would the ability to be conciliatory and reach necessary compromise when appropriate. Experience planning and executing an organization's strategic plan and conveying it with clarity to all internal and external stakeholders would be beneficial, as would a university degree in business, human resources, industrial relations, or a related field of study. CIPP is committed to employment equity and actively encourages applications from women, Indigenous Canadians, persons with disabilities and visible minorities. Please visit our website at [www.cipp.on.ca](http://www.cipp.on.ca).

**Should you wish to learn more about this outstanding leadership opportunity, please call (in strictest confidence) Mike Lupiano at 613-862-2999, Nicole Poirier at 613-915-5030, or email your CV and letter of introduction to: [exec.cipp@lupianosearch.com](mailto:exec.cipp@lupianosearch.com)**

**LUPIANO**  
EXECUTIVE SEARCH

[www.lupianosearch.com](http://www.lupianosearch.com)