



Job Advertisement

Loran Scholars Foundation – Chief Executive Officer

The Loran Scholars Foundation was founded on the belief that developing young Canadian leaders is vitally important. Established in 1988, Loran has become one of Canada's largest merit scholarships, dedicated to identifying and supporting talented undergraduate students to help them become future leaders. Each year, more than 5,000 students from every province and territory apply for a Loran Award. Through a rigorous multi-stage selection process involving 600+ volunteer assessors nationwide, 36 students are chosen as Loran Scholars. Over their university years, scholars are exposed to a range of experiences designed to cultivate purpose, ethical decision-making, and civic responsibility. Over 3,400 students have been selected since founding, and today Loran alumni are shaping Canada's civic, social, and economic future as entrepreneurs, educators, policymakers, doctors, and community leaders.

The Loran Scholars Foundation is poised to undertake a new chapter of growth, led by an individual who can strengthen and expand the organization's impact by further developing the strategic vision and national voice on character, service and leadership. It is within this context that the Loran Scholars Foundation welcomes applications and nominations for the appointment of its **Chief Executive Officer**, commencing Fall 2026, or soon thereafter.

Reporting to the Board of Directors, the CEO holds the full responsibility for building and further enlarging all aspects of this national organization: achieving Loran's mission to identify and develop the next generation of character-driven leaders; stewarding the scholars, alumni, and volunteer community; and ensuring the financial health of the Foundation through sustained and growing philanthropic support. The CEO leads a team of 16 staff and 600+ volunteers across Canada who operate remotely through a strong, connected culture. The CEO also serves as Loran's most visible external champion with university partners, government, the broader community, and donors. The CEO has ultimate responsibility for Loran's short- and long-term viability and will be required to be

actively engaged in building and executing its fundraising activities, supported by the Development team and volunteer Board, to ensure donor relationships are cultivated, fostered, and sustained.

As a qualified candidate, you are a well-respected senior leader from an organization in the non-profit, education, or public sector that ideally serves youth, with experience fostering excellence and building trusted long-term relationships with donors, university leaders, and other relevant Loran partners. Experience gained driving philanthropic growth in a donor-facing organization, is highly preferred, as is an understanding of the higher education sector. You have strong financial acumen, including experience managing budgets, relevant charity regulations, and CRA guidelines; experience with endowments is an asset. You are comfortable acting as a spokesperson for an organization and speaking to audiences of various sizes and constituencies. You can articulate a compelling vision for an organization that results in enhanced organizational visibility, are energized by donor cultivation, skilled at making the case for transformational giving, and will be at ease mobilizing Loran's extensive network (alumni, board, mentors, volunteers), located across the country and globally. You are well-versed in governance best practices and have experience either reporting to or working with charitable Boards. Your people management style motivates, develops, and retains a highly engaged, passionate and mission-driven team that strives for excellence in all it does. You have a demonstrated commitment to equity, diversity, inclusion, and accessibility (EDIA), inclusive leadership practices, equitable access to opportunity, and accessibility-informed decision-making. When colleagues and peers speak about you, your commitment to service, your leadership skills, your thoughtful manner, and your irreproachable character are commonly mentioned. Candidates must hold an undergraduate degree from recognized university; and a graduate level degree and verbal fluency in both of Canada's official languages are both considered strong assets.

Use of AI: Griffith Group Executive Search does not use artificial intelligence to screen, assess, or select applicants for a position.

Reason for posting: upcoming Vacancy.

Location/WFH: Preference for the successful candidate to be based in the Greater Toronto Area due to proximity to core funding relationships. Regular travel to other

destinations within Canada for up to a week at a time is required. Occasional evening and weekend availability is essential.

To learn more about this impactful leadership opportunity with the Loran Scholars Foundation, please submit a comprehensive resume along with a cover letter in confidence to Jane Griffith (jane@griffithgroup.ca) and/or Caroline McLean (caroline@griffithgroup.ca) or visit: <https://griffithgroup.ca/loran-scholars-foundation-ceo/>.

The Loran Scholars Foundation is committed to diversity and inclusion in the workplace and welcomes applications from all qualified candidates, particularly from Indigenous and other historically marginalized communities. Candidates must be legally eligible to work in Canada.

The Loran Scholars Foundation and Griffith Group are committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Jane Griffith (jane@griffithgroup.ca) should you require any accommodation to participate in the recruitment and/or assessment processes.