

EXECUTIVE DIRECTOR JOB POSTING

Position Title: Executive Director
Reporting To: VHYTC Board of Directors
Organization: Valley Hill Youth Treatment Centre
Date: June 2025

ABOUT THE ROLE

Are you a passionate leader who believes in second chances and the power of community? Do you want to make a lasting impact in the lives of youth facing serious challenges? This is your chance to turn purpose into action.

Valley Hill Youth Treatment Centre (VHYTC), located in Prince Albert, Saskatchewan, is a specialized youth treatment facility that supports young people (ages 12–17) experiencing substance misuse challenges. We offer a structured, trauma-informed environment rooted in compassion, cultural awareness, and healing. Our programs go beyond treatment: we focus on the whole person, blending therapy, education, land-based healing, and life skills to support sustainable recovery.

We're searching for a visionary, community-connected, and experienced Executive Director to lead this important work.

As the **Executive Director**, you will be the heartbeat of the organization—driving strategy, cultivating partnerships, and inspiring a passionate team of professionals. Reporting to the VHYTC Board of Directors, you'll guide the delivery of holistic, high-impact programs that address not just addiction, but the root causes that bring youth to our doors.

WHAT YOU'LL DO

Strategic Leadership & Vision

- Collaborate with the Board to shape and implement a bold, community-centred strategy.
- Represent VHYTC across Saskatchewan and beyond, building partnerships with Indigenous communities, government agencies, and local stakeholders.

Program Development & Impact

- Champion evidence-based, culturally aligned programs that meet the evolving needs of youth.
- Foster innovation and continuous improvement in treatment models.

Financial & Operational Stewardship

- Oversee contracts, budgets, reporting, and compliance with provincial regulations and funding agreements.
- Ensure sustainability and operational excellence across all aspects of the organization.

Team Empowerment & Culture

- Lead, support, and inspire a dedicated team—fostering a culture of collaboration, resilience, and purpose.
- Attract and retain staff who are deeply committed to youth wellbeing.

Community Advocacy & Engagement

- Be the face and voice of VHYTC in the community, advocating for better youth mental health and addiction services.
- Ensure families and referring agencies are informed, engaged, and supported.

WHO WE'RE LOOKING FOR

The successful candidate is a proven leader with a deep understanding of the challenges facing at-risk youth, particularly those impacted by substance use and behavioural health issues. They bring a strong commitment to community engagement, culturally responsive care, and organizational excellence.

Rooted in purpose and guided by integrity, this individual will have demonstrated experience in leading people, programs, and partnerships—ideally within the health, social services, or non-profit sectors. They will possess the vision to drive strategic growth while maintaining operational stability and a strong, supportive team culture.

Key Qualifications and Experience:

- A minimum of 5 years of management or senior management experience. This experience may be in a health, social services, youth treatment setting or other applicable leadership experience from the public, NPO or private sectors.
- Strong communication, leadership, and interpersonal skills, with a commitment to fostering a positive organizational culture.
- A bachelor's degree or master's degree in Health or Human Services would be an asset, but is not required (e.g., Social Work, Psychology, Nursing, Public Health, Public Administration) or an equivalent track record of practical experience.
- Experience in mental health and addictions, including direct experience with youth populations would be an asset, but is not required.
- A broad understanding of the continuum of addiction services, from prevention through to treatment and aftercare would be an asset, but is not required.

- Knowledge of mental health disorders and their treatment, particularly with youth would be an asset, but is not required.
- Demonstrated experience in leading organizational change, including change management practices relative to program modifications and improvements.
- Effective financial management skills, including experience with budgeting, financial reporting, and resource allocation. Experience implementing and reporting on government funding agreements.
- Ability to work independently and make decisions that balance organizational priorities with the best interests of youth in treatment.

This role requires a compassionate and resilient leader who is committed to empowering youth and making a measurable difference in the lives of individuals, families, and communities across Southern Saskatchewan.

WHAT YOU BRING

- A purpose-driven mindset and a passion for youth empowerment.
- A collaborative leadership style that values community voices and diverse perspectives.
- The ability to think big picture while keeping a close eye on daily operations.
- A commitment to trauma-informed, culturally respectful care.
- A belief in second chances and the resilience of youth.

WHY JOIN US?

- **Make an Impact:** You'll directly shape the future of young people at a pivotal time in their lives.
- **Lead With Heart:** Guide a team that's passionate, professional, and committed to doing the right thing.
- **Community Connection:** Build strong partnerships across Southern Saskatchewan.
- **Grow Personally & Professionally:** Tackle meaningful challenges with the support of a dedicated Board and community allies.