

Executive Opportunity
Chief Executive Officer (CEO), Vancouver, B.C.
Cosmetology Industry Association of British Columbia (CIABC)

Changing the face of the B.C. cosmetology industry, one member at a time.

The Cosmetology Industry Association of British Columbia (CIABC) is dedicated to the personal, creative and financial success of B.C.'s many talented beauty professionals. CIABC is a membership-based, not-for-profit, professional trade association which represents the interests of hairstylists, barbers, estheticians, nail technicians, salon and spa owners, educators, beauty school owners/students, apprentices, manufacturers and wholesalers. It supports its members and represents the industry's interests to the policymakers in the municipal, provincial and federal governments.

For nearly 75 years the provincial government regulated the industry through the Cosmetologists' Association of British Columbia (CABC). When government regulation ceased in 2004, the industry created a new voluntary association of committed professionals. CIABC successfully replaced CABC, and continues to provide a training curricula and certification process for B.C.'s beauty professionals in a deregulated environment.

The cosmetology industry is vibrant, creative and passionate. Today, the CIABC is a global industry leader, which enjoys international recognition. It is an exciting time to join the CIABC as it looks to new and innovative ways to achieve its mandate and grow its membership.

The CIABC is currently looking for a Chief Executive Officer (CEO).

As CEO, you report to a board of directors and work collaboratively with national and provincial government bodies, other associations, key partners, and a dedicated team to champion the Association's mission and translate it into action.

As the ideal candidate, you understand the cosmetology industry and what its professional members need to advance their careers. You are an inspiring team leader who models trust, transparency and collaboration. You are a talented, action-oriented strategist and negotiator with a solid foundation in organizational management and consensus building. You are described as a compelling advocate and relationship builder who can communicate and interact skillfully at all levels and across a range of public, private and not-for-profit constituencies. Your ability to think outside the box in creating new ways to drive member value, increase membership and generate revenue are highly desirable assets. You will also play a central role in bringing regulation back to the industry and increasing membership.

CEO Roles, Responsibilities and Duties

Under the authority of the association's by-laws and the policies of the board of directors, the CEO has the following roles, responsibilities and duties:

- Direct and execute all activities of the association either directly or through delegated authority;

- Provide leadership in these and other areas: the creation of strategic, tactical, and financial plans; developing goals and measuring performance to the approved goals; organizational development; liaison to the members, public, government, affiliated organizations, and other stakeholders; develop member services and member growth; the development of the association's staff;
- Ensure association and member interests are represented to government bodies with respect to industry regulation and related issues;
- Develop new and innovative ways to increase member value and grow membership base;
- Develop and provide appropriate policy recommendations for consideration by the board;
- Propose agendas and create reports for the board of directors reflecting issues, opportunities, and priorities;
- Develop and maintain an effective staff organization which provides appropriate policy and program recommendations for consideration by the board and its committees, and which delivers services, programs and information beneficial to the members;
- Hire, reward, discipline, terminate, and set the remuneration of, all association employees except for him/herself, in accordance with policy and/or approved budgets;
- Identify, document, and articulate the needs of members to geographic sub-units, committees, and other forums which exist to serve member needs;
- Promote collaboration with and among the association's geographic sub-units to address the needs of members and the mission and goals of the association;
- Maintain the necessary contacts to keep abreast of emerging issues of significance to the industry and membership;
- Act as the spokesperson and ambassador for the association to relevant organizations in Canada and internationally;
- Perform such other duties as are prescribed from time to time by the board of directors.

To explore this exciting leadership role further, please contact Derek Gagne of Talent Edge Solutions at 604-628-4400 or send an email to dgagne@talentedgesolutions.com

For more information on the Association, please visit www.ciabc.net