CANADIAN CHILD CARE FEDERATION

Chief Executive Officer

A National Leadership Opportunity

We are looking for an experienced and passionate person to lead The Canadian Child Care Federation (CCCF) in its mission to achieve excellence in Early Learning and Child Care across Canada.

Are you a seasoned and respected executive who drives change, innovation, and partnerships? Do you have proven organizational skills to confidently lead a successful not-for-profit, charitable corporation? Do you know how to build and nurture relationships, both outside and inside the organization, to advance shared goals? We are looking for a team leader who deeply believes in accountability and who values collaboration.

Position Overview

The Chief Executive Officer (CEO) provides strategic, operational, and visionary leadership for the organization.

Reporting to the Board of Directors, the CEO is responsible for leading the organization's strategic plan, ensuring sound financial and operational health, advancing government relations and public policy, and nurturing strong partnerships across the Canadian Child Care Federation's provincial/territorial affiliates and Canada's early learning and child care sector nationwide.

The CEO serves as the Canadian Child Care Federation's primary public voice — acting as spokesperson with media, funders, and federal, provincial, and territorial partners, building credibility that sustains the Federation's funding and national reputation.

Core Functions

- Governance & Strategic Leadership
- Government Relations & Public Policy
- Business Operations & Financial Stewardship
- Sectoral Partnerships & Affiliate Relations
- Sectoral Project Management & Innovation
- External Coalitions & Public Relations

Position Responsibilities

- You will provide confident, inspirational leadership to a respected organization known for improving quality of Early Learning services.
- You will partner with a strong governance board to implement a new strategic plan and ensure sound organizational stewardship.
- You will oversee the whole of day-to-day operations, ensuring focus on CCCF strategic priorities and the delivery of meaningful and measurable results.
- You will nurture and lead a team of well qualified and deeply committed professionals.
- You will help shape and support a culture of inclusivity, respect, and fairness.
- You will champion and lead local, provincial, and national partnerships that contribute to developing a responsive, affordable system of early learning and child care.
- You will ensure responsible, efficient, and effective use of the organization's financial resources.
- You will foster a spirit of innovation, fun and pride in the work of the Canadian Child Care Federation.

Position Requirements

- Demonstrated ability to lead transformational change and partner with others to develop system-level innovation.
- Experience influencing excellence and leading people to achieve results.
- Record of commitment to community and the ability to form strong and productive relationships with affiliate partners, including all levels of government.
- Proven ability to maintain productive relationships with a Board of Directors, funders, and government agencies.
- Strong leadership and team building skills.
- Superior communication competence that demonstrates political acuity and charismatic engagement with others.
- Ability to lead, with a Board, the development and implementation of strategic directions.
- Sound decision-making by identifying, assessing, understanding, acting on and communicating clearly about opportunities and risks.
- Ability to delegate, support and hold individuals and teams accountable for their contribution to organizational goals.
- A track record of sound financial management and innovation in resource utilization.
- A diploma or bachelor or higher-level degree in an area of study applicable to the role and/or the equivalent training or experience.
- Demonstrated understanding and commitment to principles of equity, inclusion, diversity and anti-racism.
- Demonstrated understanding and commitment to Truth and Reconciliation.
- Excellent communication skills in English required. Knowledge of spoken and written French is an asset, but not a requirement.

About the Canadian Child Care Federation

Our mission: We are committed to Achieving Excellence in Early Learning and Child Care in Canada.

We champion children as valued citizens, with voices that deserve attention and rights to be protected. All children have the right to quality learning and care. Upholding children's rights in Canada paves the way for a high-quality national ELCC system. A system that centres the Early Childhood Educator (ECE) in its design.

We envision an equitably funded Early Learning and Child Care (ELCC) system that provides culturally affirming environments and curriculum for all children to flourish wherever they live in Canada.

At the Canadian Child Care Federation (CCCF), we stand committed to work collectively towards a Canada where every child receives high quality Early Learning and Care, irrespective of family type, parental employment and income.

Position Details

Location: Canada | This position is primarily remote with expected travel within Canada.

Compensation: A competitive salary commensurate with experience.

How to Apply

Email applications are due by **December 15, 2026**.

Please submit your email application to: **Taya Whitehead, CCCF Board Chair** | cccfhiring@gmail.com

If you require further information about this opportunity, please email: **Marni Flaherty, CCCF Interim CEO** mflaherty@cccf-fcsge.ca