

Executive Director

Victoria Brain Injury Society (VBIS)

Location: Victoria, BC

Employment Type: Full-time (37.5 hours/week)

Salary Range: \$85,000–\$95,000 annually, commensurate with experience

Start Date: September 2025 (flexible for the right candidate)

At the Victoria Brain Injury Society (VBIS), we are a vibrant and dedicated team united by our core values of compassion, accountability, and community. We are a small but mighty team, passionately committed to empowering individuals living with acquired brain injuries. Through personalized programming, advocacy, education, and meaningful connection, we build bridges to brighter futures. Our values are the foundation of everything we do – from peer support groups and essential clinical services to impactful public awareness campaigns and critical housing advocacy.

We are seeking our next Executive Director – a leader who embodies deep empathy, strategic visions, and a genuine desire to build upon our strong foundation. If you are driven by a commitment to community health, disability advocacy, or systems change, and are ready to lead with PURPOSE, we would like to hear from you.

About the Opportunity

As our Executive Director, you will be the strategic and operational leader of VBIS. You will collaborate closely with our Board of Directors and dedicated senior staff to advance our mission, ensure the delivery of exceptional programs, and forge powerful partnerships that create lasting, positive change across the region. While you don't need to be a fundraising expert, you will be a confident and compelling public representative for VBIS, fostering and stewarding vital donor relationships. A strong understanding of nonprofit operations, empowering team leadership, and advocacy is essential.

What You'll Bring to VBIS

- **Strategic Vision & Operational Excellence:** Guide our organizational strategy and lead day-to-day operations with efficiency and foresight.
- **Empathetic Leadership:** Champion and empower our incredible staff, dedicated volunteers, and the clients we serve, fostering a culture of support and growth.
- **Sound Stewardship:** Oversee financial health, human resources, and compliance with integrity and transparency.
- **Collaborative Spirit:** Cultivate and strengthen relationships with partners, funders, and stakeholders to amplify our collective impact.
- **Passionate Advocacy:** Be the compelling voice of VBIS in public, media, and government spaces, raising vital awareness of brain injury and its profound impact on our community.
- **Community Builder:** Actively champion awareness and understanding of brain injury, fostering a more inclusive and supportive community for all.

Who You Are

- **Experienced Leader:** 3–5 years of leadership experience within nonprofit, public health, or community-based organizations.
- **Relevant Background:** A strong foundation in social work, rehabilitation, public policy, or a related field.
- **Values-Driven:** A leader who champions equity and inclusion, integrating these principles into every aspect of our work.

- **Exceptional Communicator & Systems Thinker:** Possess the ability to articulate complex ideas clearly and understand interconnected systems to drive effective solutions.
 - **Adaptable & Resilient:** Comfortable navigating complexity and change with a flexible, responsive, and proactive approach.
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Why Join VBIS?

Our office is in vibrant downtown Victoria, surrounded by green spaces, transit, and community amenities. Here you will discover a team that genuinely enjoys working together, supporting each other, and sharing a good laugh. Our Board is not just engaged; they are thoughtful partners in our journey. We work hard, we celebrate our successes, and above all, we care deeply about the meaningful difference we make every single day. laugh often, and we care deeply about what we do.

Join VBIS and become part of a community that transforms lives.

Benefits

VBIS offers a comprehensive benefits package including:

- Extended health and dental coverage
 - Three (3) weeks of paid vacation to start
 - Seven (7) paid sick days annually
 - Five (5) Discretionary days
 - Free parking
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How to Apply

Please submit your resume and a cover letter outlining why this role resonates with you to pamp@vbis.ca. Applications will be reviewed on a rolling basis until the position is filled.