

Maison Baldwin House

Executive Director



Posted On: August 5, 2026

Closing On: September 8, 2026

Location: Cornwall, ON (in-office setting with flexible remote working days)

Employment Type: fulltime

Level: senior

Salary Range: \$105,000 - \$110,000

Website: <https://crawfordconnect.com/job-posting/executive-director-10/>

EXECUTIVE DIRECTOR

Maison Baldwin House (MBH) in Cornwall, Ontario is a place where women who have experienced any type of abuse can come for support, information, and a safe place to stay. It is open 24 hours/day, 7 days/week.

Last year the organization provided shelter and support to 121 residents, including 81 women and 40 children. Staff provide in-person crisis contacts and support women who identified as survivors of human trafficking, reflecting the breadth and complexity of the services delivered. Maison Baldwin House has a Volunteer and Public Education Program, supported through non-ministry funding. The organization benefits from the commitment of 50 plus active volunteers who contribute their time and expertise across a variety of programs and services, enhancing the organization's ability to serve the community.

Reporting to the Board of Directors, the Executive Director (ED) provides visionary and accountable leadership for all aspects of Maison Baldwin House's operations, strategic direction, and organizational performance. The ED is responsible for ensuring the organization fulfills its mission while maintaining strong relationships with the Board, funding partners, residents, employees, community stakeholders, and the public.

As the organization's most senior leader, the ED provides strategic leadership, operational oversight, and effective stewardship of financial, human, and physical resources. They foster an inclusive culture of collaboration, respect, and continuous improvement, ensuring programs and services are delivered with excellence and integrity. Serving as a trusted advisor and resource to the Board, the ED supervises and supports staff, champions organizational priorities, and builds strong partnerships throughout the community. The ED promotes open communication,

transparency, and the free exchange of ideas, creating an environment where creativity is encouraged and the knowledge of frontline staff is valued and embraced.

The Executive Director acts as the primary ambassador and advocate for Maison Baldwin House, promoting its mission, strengthening its profile, and cultivating relationships with funders, government, community organizations, and other key stakeholders. They ensure compliance with all legislative, regulatory, ethical, and confidentiality requirements while leading the organization with professionalism, transparency, and accountability.

WHAT YOU BRING TO THIS ROLE

- Minimum of 5 years of experience in leadership/management – 2 years of which in the Violence Against Women (VAW) sector including extensive knowledge of VAW issues
- Demonstrated strategic planning experience, with the ability to translate vision into clear priorities, actionable plans, and measurable outcomes
- Nonprofit leadership with deep trauma informed service leadership
- Experience leading frontline staff education and contributing to the development of policies, procedures, and evidence informed client supports
- Proven community development and networking skills, with the ability to build and sustain collaborative relationships with community agencies and partners. Strong public speaking and presentation skills, with the ability to effectively represent the organization to diverse audiences.
- Previous experience reporting to and working effectively with a Board of Directors
- Demonstrated experience securing grant funding through successful proposal development, with a strong understanding of the funding landscape within the violence against women (VAW) sector
- Knowledge of financial management, including accounting practices and experience developing and managing annual operating budgets of less than \$1 million
- A servant leader who leads with humility, empathy, and a commitment to developing and supporting others
- Commitment to and knowledge of community-based model of intervention and feminist principles

Assets: Experience in addictions, human trafficking, and complex client care; experience in a unionized environment; fluency in English and French (spoken and written); extensive knowledge of community resources and the ability to leverage community partnerships to enhance service delivery

Education: Post Secondary degree in Social or Human Services (BSW, MSW or equivalent) in management or administration in the non-profit sector

Other: The successful candidate must be prepared to complete a Criminal Reference Check

WHAT MAISON BALDWIN HOUSE OFFERS YOU

- A base compensation range of \$105,000 to \$110,000 commensurate with experience
- Vacation – 4 weeks to start
- Health benefits, including prescription drugs, vision and dental
- Cell phone
- Voluntary RRSP Contributions: employer match 5% of salary at six months
- Health and Wellness Account: \$500 per year
- In-office setting with flexible remote working days

APPLICATION DETAILS

This search is being conducted by crawfordconnect, a search firm specializing in recruiting leaders for Canada's nonprofit sector. If someone you know may be interested in this position, feel free to forward this information – we'd be pleased to connect with them.

Qualified applicants are invited to email their resume and letter of interest immediately to Nancy Lismer, Senior Search Consultant at nancy@crawfordconnect.com.

The deadline for applications is September 8, 2026. We encourage early applicants. This posting will be taken down with sufficient qualified candidates.

We thank all applicants for applying; however, only qualified candidates selected for an interview will be contacted.

This is an existing vacancy. Artificial Intelligence (AI) is not used in the candidate assessment or selection process.