



Growing Chefs – Executive Director

Applicants Rating Scale

Applications will be sorted based on the following scale. We encourage applicants to indicate knowledge or experience to justify awarding the maximum number of points. Applicants will not be disqualified for a lower point score, but those with a higher score will be given preference.

Growing Chefs is committed to equity. We prioritize qualified applications from underrepresented groups including trans and gender variant persons, Indigenous persons, persons of colour, and persons with disabilities.

We encourage people who face barriers to employment to apply, and if there is anything we can do to shape the recruitment process to best fit their needs to let us know.

Qualification requested	Look for	Points
A self-motivated leader with three or more years experience leading a medium non-profit organization (or similar experience)	<ol style="list-style-type: none"> 1. Senior exec in non-profit 2. Senior exec in other organization 3. Senior position managing staff and budget <p>(Applicants score only one option in this category, maximum of 3 points.)</p>	<ol style="list-style-type: none"> 1. 3 2. 2 3. 1
Demonstrated success in fundraising and understanding a culture-of-philanthropy approach	<ol style="list-style-type: none"> 4. Success in fundraising 	<ol style="list-style-type: none"> 4. 2



Demonstrated success in building and supporting a nurturing, respectful HR culture that helps staff thrive	5. Experience in managing staff 6. Experience in building respectful HR culture	5. 1 6. 1
Demonstrated ability to grow strong relationships with a wide range of community partners	7. Experience in working closely with stakeholders 8. Experience with stakeholders in a range of different sectors	7. 1 8. 1
Experience as an innovative and strategic change leader	9. Experience in leading change 10. Experience in strategic planning	9. 1 10. 1
Excellent communication skills	11. Experience with in-person, media, and written communications 12. Experience acting as public spokesperson	11. 1 12. 1
Experience in managing a budget and financial reporting	13. Experience developing a budget 14. Experience managing a budget 15. Experience with financial reporting and/or accounting software	13. 1 14. 0.5 15. 0.5
Knowledge of the restaurant and education fields in BC would be an asset	16. Knowledge of restaurant industry 17. Knowledge of B.C. schools	16. 0.5 17. 0.5