# Chief Executive Officer (CEO) - Canadian Lutheran World Relief (CLWR)

**Winnipeg, MB (hybrid/flexible)**

Canadian Lutheran World Relief (CLWR) is one of Canada’s oldest humanitarian agencies, with over 75 years of experience challenging injustice and responding to human suffering and poverty. CLWR works to create a world where people live in peace with hope, justice, dignity, and equality, empowered to achieve universal rights to a quality life. CLWR’s work is guided by core values of shared learning, accountability, transparency, environmental stewardship, gender equality, and a respect for local voices and dignity. As a service agency for the Evangelical Lutheran Church in Canada (ELCIC) and Lutheran Church–Canada (LCC), CLWR delivers emergency relief, refugee resettlement, food security, education, and community development programs across Africa, Asia, the Middle East, and Canada.

Reporting directly to the Board of Directors, the CEO is responsible for executing the organization’s strategic plan and providing strategic direction that aligns with CLWR’s mission, values, and Lutheran heritage. This role requires a leader who can maintain the Lutheran identity of CLWR while embracing adaptation in a changing world.

The CEO will provide clarity and communication across the organization and champion an engaged, inclusive, and high-performing culture. A key aspect of this role is to build relationships with a multitude of stakeholders, including staff, partners, congregations, donors, and international affiliates. The CEO will foster deep connections with the broader Lutheran community, ensuring alignment and shared purpose.

**Key Responsibilities:**

* Execute the strategic plan and provide strategic direction in partnership with the Board of Directors. Ensure clarity, alignment, and effective governance in all activities.
* Instill and embody CLWR’s mission and values throughout the organization, maintaining a distinct Lutheran identity while engaging diverse faith communities and secular partners.
* Build and support a collaborative, high-performing staff team. Foster an active and engaged employee culture that thrives on shared purpose, continuous learning, and accountability.
* Develop and sustain trust-based relationships with the ELCIC, LCC, their congregations, and the broader Lutheran community, as well as with government and partners.
* Manage and steward CLWR’s domestic and international partnerships, enabling rapid response to global emergencies and long-term programming that advances dignity and justice.
* Lead efforts to generate revenue and build donor relationships. Serve as the public face of CLWR, ensuring financial stewardship and operational excellence.

**Qualifications:**

* Advanced degree in theology, public administration, international development, or a related field.
* 5–10 years of senior executive leadership in a humanitarian, non-profit, or faith-based organization.
* Proven ability to manage complex operations, finances, and cross-functional teams, with a track record in strategic planning and measurable impact.
* Experience with the Lutheran expression of Christianity is an asset.
* Passion for CLWR’s mission of compassion, service, justice, and dignity.
* Inspirational people leader with a talent for building trust and motivating teams.
* Skilled relationship-builder with success in church, government, and partner engagement.
* Effective communicator with media experience.
* Strategic thinker with operational and financial acumen.

**Why Join CLWR**

* Lead an impactful, values-driven organization making a difference locally and globally.
* Work with a dedicated team committed to justice and sustainable development.
* Foster partnerships with faith communities and global humanitarian networks.
* A dynamic, challenging role with opportunities for innovation and transformation.

**Application Process**

Please submit a resume and cover letter outlining how your leadership experience and faith-informed perspective align with CLWR’s mission and goals. Email to: kpooley@peoplefirsthr.com