



# Opportunity Brief

## Chief Executive Officer (CEO)

### The Opportunity

This is a rare opportunity to lead regional economic development in a rural context that is both deeply community-rooted and increasingly connected to global opportunity.

Pictou County Partnership is the Regional Enterprise Network serving Pictou County, working in collaboration with Pictou Landing First Nation and six municipalities to strengthen the region's economic future.

*Our purpose is simple and ambitious: create a more prosperous home for all, now and for generations to come, by embracing bold ideas and working collaboratively.*

We are hiring a Chief Executive Officer to lead our high performance team which acts as the region's economic systems integrator, stewarding the five-year strategic plan and annual business plans while building deep community confidence.

As CEO, you will guide the organization and the region through a period of evolving funding models, emerging sector opportunities, and increasing expectations for alignment, accountability, and measurable impact.

With Nova Scotia seeing significant growth in areas such as clean energy, defence, and advanced manufacturing, this role is uniquely positioned to ensure Pictou County businesses and communities are ready to participate - and benefit.

Success will require a leader who can translate strong relationships with governments, municipalities, businesses, and funders into clear economic outcomes for the region.

### Why This Role Matters

The Partnership plays a unique role as a regional connector and systems integrator - aligning employers, governments, institutions, and community partners to move ideas into action.

Success in this role means:

- Turning strong relationships into clear economic outcomes
- Ensuring regional efforts are aligned and not duplicative

- Strengthening the conditions that support business growth, workforce development, and investment
- Positioning Pictou County as a place where people and businesses choose to be

## What You Will Grow

This is a CEO role for someone who thrives at the intersection of community, strategy, and execution. Success looks like:

- The advancement of our core focus areas: business retention and expansion, investment attraction, workforce development, business navigation, economic innovation and regional branding
- A coordinated regional ecosystem with aligned partners and reduced duplication
- A clear operating rhythm that turns strategy into measurable, visible progress
- A proactive investment readiness engine that grows the pipeline of investable opportunities
- A region that is well positioned to access new supply chains and scale in emerging provincial and national sector opportunities
- An organizational culture that lifts performance, capability, and accountability
- Trusted relationships across municipalities, Pictou Landing First Nation, partners, employers, governments, funders and community leaders

## What You Will Do

### Lead Strategy into Results

- Lead execution of the five-year strategic plan and annual business plans
- Build quarterly priorities, performance measures, and reporting that stakeholders can understand
- Maintain alignment with evolving provincial priorities and opportunities

### Be the Regional Systems Integrator

- Convene and align partners across the county and province
- Cultivate strong strategic relationships with municipalities, Pictou Landing First Nation, governments, funders, and industry
- Clarify roles, reduce duplication across the ecosystem and strengthen shared ownership of outcomes
- Ensure diverse voices and perspectives are reflected in regional planning, partnerships, and economic development initiatives

### Build Investment Readiness

- Lead a proactive, sector grounded investment readiness strategy

- Build an opportunity pipeline from identification through readiness to landing , leading the team and stakeholders to engage prospects and attract suitable investment to the region
- Advance readiness tools such as asset mapping, site readiness, investor pathways, and anchor employer convening
- Position the region and local businesses for opportunities in key sectors, including clean energy, defence, and advanced manufacturing

### **Coach and Elevate a High Performing Team**

- Set clear expectations and build capability through a coaching mindset
- Foster accountability, collaboration, and strong culture
- Ensure the organization has the structure and capacity to deliver results

### **Represent the Region**

- Serve as a visible ambassador and primary spokesperson for the organization
- Lead the region's investment narrative and ensure a coordinated marketing approach that promotes Pictou County as a place to live, work, invest, and build

## **The Leader We're Looking For**

This role will fit you if you are:

- A hands-on leader and are comfortable being directly engaged with employers, partners, and community stakeholders
- A relationship first leader with genuine community presence
- A systems thinker who brings alignment, clarity, and momentum
- A builder who turns ambiguity into disciplined execution
- A leader who lifts teams through coaching, feedback, and high standards
- Financially astute and comfortable with governance, risk, and transparent reporting
- Someone who understands the unique dynamics of rural economies and cultures, including the importance of inclusion, accessibility, and belonging, and can translate that understanding into practical economic opportunity
- Comfortable operating in complex policy, funding, and stakeholder environments
- A leader who can translate strategic relationships into tangible economic results and sustainability for the organization.

## Core Competencies

We are specifically looking for a Leader who brings:

- A demonstrated ability to deliver results and ensure accountability
- Strategic and systems thinking
- Growth mindset and Business Development competency
- Stakeholder influence and relationship building
- Community leadership and public presence
- Team leadership and coaching acumen
- Financial stewardship
- Change leadership and adaptability
- Clear, trust building communication
- Partnership building and conflict navigation
- Integrity, sound judgement, and demonstrated ethical leadership

## Experience

We welcome candidates from economic development, government, public private partnerships, investment, entrepreneurship, private sector, government, private sector or other complex, multi-stakeholder environments.

The strongest candidates typically bring:

- Senior leadership experience with increasing accountability for people, budgets, and outcomes
- Experience leading through influence across multiple stakeholders
- Board governance experience and comfort with public accountability
- Demonstrated ability to build trust and momentum in complex environments
- Experience in investment readiness, investment attraction, sector development, or business growth
- Experience working within government funding models and securing external funding is strongly valued

## Equity, Diversity, and Inclusion

Pictou County Partnership is committed to building a more inclusive and representative organization and regional economy. We recognize that diverse perspectives strengthen decision-making, innovation, and long-term impact. We encourage applications from individuals who have been historically underrepresented in leadership roles.

If you are excited about this role but do not meet every qualification, we encourage you to apply. We value a range of experiences and perspectives.

## Location

This position is based in New Glasgow, Pictou County, Nova Scotia. We welcome candidates who are open to relocating, including those with personal or professional connections to the region who are ready to bring their experience home.

Occasional provincial, national, and international travel may be required.

**This is a rare opportunity to shape the economic future of Pictou County and Nova Scotia, unleashing the power of place to create lasting prosperity for people, community, and country.**

Full details, including the complete role description, are available here:

<https://pictoucountypartnership.com/opportunities/chief-executive-officer-ceo/>

Interested candidates are invited to submit their resume and a cover letter outlining their relevant experience and addressing how they meet the qualifications to:

opportunities@pictoucountypartnership.com

## Application deadline:

May 31, 2026