



THE FEDERATION OF SPCAs AND HUMANE SOCIETIES  
FÉDÉRATION DES SOCIÉTÉS D'ASSISTANCE AUX ANIMAUX



## Board Director Position Profile – Humane Canada

Join the Board of Humane Canada and help build a more humane country for every animal.

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### About Humane Canada

Humane Canada is the national Federation of SPCAs and humane societies, representing the largest animal-welfare community in Canada. Our vision: A Humane Canada. Our mission: to end animal cruelty, improve animal protection, and promote the humane treatment of all animals.

For more than 65 years, Humane Canada has united animal welfare advocates, organizations and the public with one voice strengthening advocacy, influencing federal policy, and providing leadership for our sector.

We are proud to be recognised for accountability, transparency and governance excellence, including the “Symbol of Trust” from Imagine Canada.

As a national body, our work spans companion animals, farmed animals, wild animals and animals used in science and we provide member & sector support, advocacy, research, and thought leadership to drive systemic change.

This is a pivotal moment in HC’s evolution. As we expand our national reach, deepen partnerships, strengthen our policy and advocacy impact, enhance our social enterprise and revenue diversification, and ensure strong governance, we seek board members who bring expertise, vision, and a collaborative mindset to help lead the next chapter of our work.

While our board currently operates in a hybrid model with both strategic governance and working (e.g., governance and membership development), we are moving toward a fully governance board model aligned with best practice by 2027. Candidates joining us will play a foundational role in shaping and strengthening our future enterprise-wide governance model.

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## The Opportunity

Humane Canada is seeking dedicated, visionary and strategic leaders to join our Board of Directors. As a Director of HC, you will join a national-level organisation at a time of growth and transformation helping shape strategy, guide national policy, ensure accountability, and amplify our voice on behalf of animals across Canada.

We are looking for committed leaders who understand that meaningful progress comes from sophisticated thinking, collaboration, sector knowledge, and future-focused governance leadership.

We are seeking leaders who have experience guiding membership-based Federation & Association networks and models, or professional industry bodies and who can support the evolution of a strong, high-value membership services strategy and member engagement framework for Humane Canada.

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## Ideal Candidate Profile

We seek individuals who bring both heart for animal welfare and high-level professional leadership and experience. You will:

- Have a genuine passion for animal welfare and systemic change
- Be an established senior leader (C-suite, executive, or equivalent)
- Have board experience and a solid understanding of governance
- Be comfortable operating in national-level strategy and advocacy environments
- Have strong networks and collaborative leadership values
- Commit 10 hours/month to board & committee responsibilities
- Understand and appreciate that this board currently blends governance and strategic committee work as part of its evolution toward full governance

### **Expertise Focus Areas Include:**

- Finance, audit, accounting, banking oversight (Treasurer)
  - Social enterprise, business modelling, and sustainable revenue strategy
  - Philanthropy, fundraising leadership, donor relations
  - Legal expertise (corporate/charity law, governance, animal law)
  - Governance, risk oversight, or national advocacy leadership
  - Association and membership leadership — developing membership models, value propositions, and service structures for national or industry member networks
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### **What You Will Do**

As a Director of Humane Canada, you will:

- Provide strategic oversight and governance leadership
  - Support long-term sustainability and mission advancement
  - Contribute to finance, audit, governance, membership, and strategic initiatives
  - Serve as an ambassador and connect networks and opportunities
  - Support stakeholder and member relations across Canada
  - Participate in at least one committee — currently a mix of governance and strategic execution areas as we transition toward full governance
  - Prepare for and attend quarterly board meetings and committee meetings
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### **Term & Commitment**

- Three-year term, renewable
- 10 hours/month
- Monthly/Quarterly meetings + committee responsibilities

- Annual personal philanthropic support at a level meaningful to you
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### Why Join the Humane Canada Board of Directors?

- Influence the national animal welfare landscape across Canada
  - Shape and guide governance at a critical moment in our evolution
  - Contribute to a bold vision and strengthen a growing membership network
  - Work alongside passionate leaders committed to systemic change
  - Play a strategic part in the transition toward a fully governance board structure by 2027
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### How to Apply

#### How to Apply:

Interested applicants are invited to complete the application form linked below and submit a letter of interest along with a current résumé or CV here:

[Humane Canada - BOD Application Form](#) by **January 31, 2026**

Contact [justine@humaneCanada.ca](mailto:justine@humaneCanada.ca) for more information