



CAREER POSTING

DIRECTOR OF IMPLEMENTATION

PURPOSE OF THE POSITION

The Director of Implementation is responsible for leading and executing complex, cross-functional integrations of individual Mission Thrift Store locations into the newly established Mission Thrift federal charity, as well as overseeing the reorganization of BFM Foundation corporate entities into the Mission Thrift charity structure. This role serves as the single point of accountability for planning, coordinating, and delivering each store integration from readiness through to full completion.

This is a hands-on, execution-focused role requiring strong financial and legal acumen, exceptional attention to detail, and the ability to work collaboratively across Finance, Operations, People & Culture, Legal, and Store Leadership. The Director of Implementation translates strategic decisions into practical, repeatable execution — ensuring consistency, compliance, and care throughout the transition process.

While the initial focus of this role is the integration of stores into the charity, the Director of Implementation is designed to serve as an organizational implementation leader for other complex, enterprise-wide initiatives over time. The role reports directly to the Chief Financial Officer, works in close collaboration with the Chief Executive Officer and Chief Operating Officer as required, and serves as a member of the National Lead Team, partnering with other Directors to support organizational alignment and execution.

In addition, the Director of Implementation will oversee and lead a small implementation team, providing direction, coordination, and oversight to ensure integration work is delivered effectively and at scale.

WHY WORK HERE

You are motivated by meaningful work that makes a real and lasting difference, both locally and globally. This is a dynamic, mission-driven environment that values adaptability, collaboration, and continuous learning within the unique and rewarding world of thrift. At BFM Foundation (Canada), your work supports communities, volunteers, and Bible-based ministry around the world.

WHO WE ARE

BFM Foundation (Canada) is a national Christian charitable organization with more than 50 Mission Thrift Stores across Canada, which are staffed primarily by dedicated volunteers. The net revenue proceeds from all Mission Thrift Stores are devoted to the Joint Ministry of Bible League Canada and BFM Foundation (Canada). These funds are used to establish adult literacy programs, provide church planter training, and children's ministry programs in more than 40 countries around the world.

WHAT YOU BRING

Education:

- Post-secondary education in Business Administration, Finance, Accounting, Commerce, Operations Management, Public Administration, or a related field.
- An equivalent combination of education and demonstrated experience leading complex, cross-functional implementations will be considered.

Assets:

- Professional designation or coursework in project management (e.g., PMP or equivalent).
- Coursework or training in finance, governance, or nonprofit/charity administration.
- Continuing education related to change management, organizational design, or operational excellence.

Required Experience:

- 7+ years of experience in project management, implementation leadership, operations, finance, or a related field.
- Demonstrated experience leading complex, multi-stakeholder initiatives from planning through execution.
- Strong financial literacy, including the ability to understand financial statements, budgets, and governance implications.
- Proven ability to work effectively with legal professionals, accountants, and external advisors.
- Exceptional organizational skills with a high degree of attention to detail and follow-through.
- Strong interpersonal skills and the ability to build trust across diverse teams and leadership levels.
- Comfortable operating in ambiguity and managing multiple initiatives simultaneously.

Preferred Experience:

- Experience in nonprofit, charity, retail, or multi-site organizations.
- Exposure to governance transitions, integrations, or change management initiatives.
- Formal training or certification in project or program management.
- Experience developing repeatable frameworks or playbooks for implementation.

WHAT YOU NEED TO KNOW

- This position is based at the National Support Centre in Newmarket, Ontario; however, is mostly performed from your home office, with occasional travel to store locations across Canada for support initiatives.
- Requires occasional overnight stays and flexibility to travel on short notice to address urgent operational needs.
- Work is performed in both office and retail environments.
- May involve periods of high intensity or extended hours during project launches, openings, and critical deadlines.
- The role operates with a high degree of autonomy and cross-functional collaboration, often engaging with senior leadership, external contractors, and Store level positions.

WHAT WE OFFER

- Be a part of sharing the love and hope of Jesus Christ within your community and around the world.
- Attractive compensation.
- Health, Dental, and Vision Benefits.
- Learning and Development Benefits.
- Paid Time-Off.
- Fun with purpose.

CULTURE

As a member of the BFM team, the Director of Implementation will actively contribute to and uphold the following values:

- **Christ-Centered** – All our discussions and actions reflect our faith and belief that Christ is the center of this Ministry.
- **Volunteerism** – We celebrate the success of Mission Thrift Store is driven by volunteerism.
- **Joint Ministry with Bible League Canada** – We have a mandate and desire to financially support Bible League Canada's global ministry.
- **Integrity** – We are consistently truthful and honest in all our actions, reflecting uncompromising adherence to Godly principles and values.
- **Sustainable Growth** – We believe that responsible, stewardly and sustainable growth is an integral element to the long-term success of our organization.
- **Innovation** – We consistently and earnestly strive to be adaptable to new and efficient business processes and ideas.

REQUIRED COMMITMENT

- Follower of Jesus Christ who wholeheartedly subscribes to the BFM Statement of Faith and Purpose.
- In fulfilling your responsibilities, you will be required to pray with people who work or volunteer for Mission Thrift Stores. This may include but is not limited to opening in prayer at Mission Thrift Store Board and/or Staff Meetings, Mission Thrift Store events, and the BFM Foundation (Canada) Annual Conference.
- A love for Bible-based ministry in Canada and around the world.
- Cultural, economic, and environmental sensitivity.

COMPENSATION EXPECTATIONS

- \$90,000.00 - \$110,000.00 annually, with full Health Benefits.

APPLY TODAY

If you feel that you have the passion, experience, and skillset that would help to advance the purpose of BFM Foundation (Canada), we look forward to hearing from you!

Please submit your **Cover Letter and Resume** by **March 5th, 2026**, by email to careers@missionthriftstore.com.

BFM Foundation (Canada) welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.