



CAREER POSTING

REGIONAL MANAGER CENTRAL ONTARIO

PURPOSE OF THE POSITION

We are looking for an experienced Regional Manager to operationalize the vision and mission of BFM Foundation (Canada) through the work of our Mission Thrift Stores in the Central Ontario region. Reporting to the Director of Operations, the Regional Manager provides strategic leadership, operational oversight, and relational support to Mission Thrift Stores within the designated region to ensure safe, effective, and mission-aligned operations. This role exists to strengthen the long-term sustainability, growth, and ministry impact of each store by supporting Store Managers and Store Boards through coaching, collaboration, accountability, and continuous improvement. The Regional Manager serves as a trusted advisor and connector between the BFM Support Center and local stores, promoting consistency in operational standards, financial stewardship, volunteer engagement, health and safety practices, and organizational culture. This role provides oversight to multiple Mission Thrift Store locations operating under varied governance structures, requiring adaptability, strong relationship management, and collaborative leadership to ensure alignment with organizational standards and strategic goals. Through regular on-site presence, performance analysis, and relationship-building, the Regional Manager identifies opportunities for optimization, shares industry best practices, and supports the implementation of Foundation initiatives, tools, and processes. Grounded in a Christ-centered, servant-leadership approach, the Regional Manager encourages excellence while honoring the unique needs of each store. By equipping leaders, fostering collaboration, and championing sustainable growth and innovation, this role helps ensure that Mission Thrift Stores are well-managed, financially healthy, volunteer-driven, and positioned to advance the ministry mandate of BFM Foundation (Canada) and its joint mission with Bible League Canada.

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

- Bachelor's Degree in Business Administration or a related discipline is preferred. A combination of education and experience may be substituted for preferred education.
- Five or more years of experience in thrift/retail business management.
- Broad knowledge of related business fields (e.g. thrift, retail, production).
- Experience interacting with people from diverse cultures, backgrounds, and work styles.
- Experience in customer service and volunteer management is preferred.

- Excellent relationship-building and networking skills.
- Proven ability to influence without authority.
- Proactive with the ability to take initiative, problem-solve, and implement solutions.
- Strong time management, interpersonal, and organizational skills.
- Excellent verbal and written communication skills.
- A self-starter with the ability to work independently as needed.
- Comfortable speaking in front of an audience, and designing and making formal presentations.
- A dedicated team player who enjoys working collaboratively with others (management, staff, Board members, and volunteers) in team settings to solve problems in a fun-loving manner and with a servant's heart.
- Intermediate skills in Microsoft Office – Word, Excel, Outlook. Basic experience using PowerPoint.
- A valid Ontario G2 driver's license and regular access to a reliable vehicle are required.

WHAT YOU NEED TO KNOW

- Hybrid work environment.
- Extensive work interfacing with people.
- Some job functions are carried out in a thrift store retail setting.
- Frequent driving within Central Ontario, with some overnight stays and additional travel as needed within Canada.

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 Regional Manager 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

- \$75,000.00 - \$85,000.00 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 **February 13, 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.