



Executive Director – Sail and Life Training Society (SALTS)

This executive search is conducted by Nelson/Kraft & Associates on behalf of SALTS

EXECUTIVE SUMMARY

Sail and Life Training Society (SALTS) is searching for their next Executive Director (ED)!

The ED of SALTS is the Society's chief executive leader, entrusted with stewarding a purpose-driven mission that transforms young lives through sail training, character development, and service at sea. Accountable to the SALTS Board of Directors, the ED provides overall leadership for the organization's vision, strategy, culture, and operational performance, ensuring that SALTS fulfills its mission with integrity, excellence, and faithfulness.

This position calls for a servant leader who models humility and integrity, fosters a healthy and values-based organizational culture, and inspires confidence among the board, staff, volunteers, donors, regulators, and the broader marine and faith communities. The ED serves as a principal ambassador and public representative for SALTS, strengthening public trust, organizational credibility, and long-term sustainability.

Above all, the ED ensures alignment of people, programs, resources, and relationships to drive mission impact—enabling SALTS to continue shaping lives through character and leadership development, and by creating meaningful, high-impact experiences at sea that nurture young people's personal, relational, and spiritual growth.

If you are a non-profit executive with a passion for youth ministry and sailing, and you align fully with the mission and values of SALTS, we would love to connect with you.

WHO WE ARE

The Sail and Life Training Society (SALTS) was founded in 1974 and is a registered charity in Canada and the USA. The Society operates two tall ships, the [Pacific Grace](#) and [Pacific Swift](#), and offers [sail training programs](#) for young people ages 13-23 (as well as [day sails](#) for all ages). These ships are maintained at the [SALTS Marina at 451 Herald Street, Victoria BC](#).

Who are our programs for?

Our programs are for all young people ages 13-23. We value diversity and seek to create a community in which everyone feels they belong. Each year, 1700 young people sail with us and we love getting to know each one of them! There's no need for program fees to prevent a young person's participation.

Our [bursary program](#) helps cover costs for those who cannot afford to pay. SALTS also partners with numerous organizations to provide equal opportunities for youth in challenging life situations. We believe that every one of us brings a unique story and contributes to a dynamic onboard community.

How does sail training work?

Young “trainees” learn all aspects of sailing the ship. They are split into three “watches” (groups) and given responsibilities as training crew. At least one watch is always on duty, working in shifts both day and night. Duties include taking the wheel of the ship, bow watch, sail handling, anchor watch, navigation, radio monitoring, small boat handling, galley chores, etc. Formal instruction is given regarding sailing theory, rules of the road, sailing terminology, knots, etc. Trainees work their way through the SALTS sail training curriculum. Shore trips to beautiful coastal islands and rousing evening mug-ups with games, stories, and singing make for an exciting and diverse experience.

What do we mean by "life training"?

Trainees are encouraged to develop a strong work ethic and take on responsibility. They learn about teamwork and cooperation, because it takes everyone’s participation to sail the ship. They develop relational skills, learn to deal with interpersonal conflict, and live in close community. Most report an increase in confidence as a result of overcoming their fears and succeeding in challenges—such as climbing the rigging 115’ in the air on a moving ship! Intentional discussions at meal times and informal conversations provide opportunities for “life training” and mentorship.

Where do we sail?

Our ten-day summer trips take place along the coast of British Columbia leaving and arriving from various ports. Each of our five summer routes are unique and full of adventure! By the end of the summer, our ships will have traveled as far north as Haida Gwaii and circumnavigated Vancouver Island. Our four or five-day group trips in the spring and fall navigate various routes around the Gulf Islands of BC.

OUR MISSION

To create a safe and inclusive environment where young people can be themselves and grow personally, spiritually, and relationally through sail training in a supportive Christian-based community.

OUR MOTTO

Training young people, by the sea, for life.

OUR LOGO

The society's logo shows a schooner sailing "wing and wing" with mainsail and foresail balancing each other. Old schoonermen called this "readin' both pages," a harmony of forces which symbolizes the necessity of both the physical and spiritual dimensions in each individual.

QUALIFICATIONS

- 7-10 years' experience leading teams of small to medium size.
- Not-for-profit experience, required.
- Youth ministry experience, an asset.
- Able to sign the SALTS Statement of Faith & Ethics.
- MBA or equivalent, an asset.
- Knowledge of sailing, an asset.

Location: Victoria, BC

Application Deadline: June 23, 2026

Start Date: TBD

Salary Range: \$90,000-130,000

APPLY online at

https://pod5.app.loxo.co/job/NDExMTItZGJxOXB3cWVvcnFrNnNydq==?t=1778879502323&source_type=ccbf

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