



Chief Marketing & Communications Officer – Scott Mission

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

EXECUTIVE SUMMARY

Scott Mission is seeking an experienced marketing and communications leader to join their team as Chief Marketing & Communications Officer (CMCO).

The CMCO is a mission-critical, enterprise-wide leader responsible for the development and implementation of comprehensive marketing and communication strategies. The CMCO is responsible to build brand presence and strategic communications across all channels to facilitate and deliver Scott Mission's revenue and impact objectives. As a core member of the Executive Leadership Team, the CMCO partners closely with the CEO and peer executives to provide spiritual leadership to the organization, shape institutional strategy, accelerate growth, and ensure long-term financial sustainability.

The CMCO leads a vertically integrated marketing and communication function that aligns with enterprise priorities. This role requires a high-performing, visionary executive with the ability to translate strategy into brand identity and ensure messaging is aligned across all platforms and channels. The CMCO conducts market research and analysis to identify trends, customer needs, and competitive positioning to deliver effective messaging across the enterprise and to all leadership, staff, and stakeholders.

If you are a seasoned marketing and communications executive with proven success leading complex fundraising programs and teams, and you fully align with the mission and convictions of Scott Mission, we would love to hear from you.

WHO WE ARE

Scott Mission is a Christian ministry of mercy and love. We aim to meet the needs of people with love and compassion and seek to bring spiritual, physical, and emotional wholeness to their lives.

The Mission is privately funded and employs over 160 dedicated staff at 502 Spadina, our Welcome Centre and Men's Shelter at 346 Spadina, our Family Centre in East York, the Collingwood Retreat Centre, and our Summer Camp in Caledon. Our various ministries offer support and provisions for the homeless, low-income families, and children and youth.

Two years ago, we moved our administrative offices and centralized services to 5 McLachlan, Etobicoke. This position will work out of this location.

QUALIFICATIONS

EDUCATION

- Bachelor's degree in business, marketing, communications, nonprofit leadership, or a related field, required; master's degree, preferred.

EXPERIENCE

- 10-15+ years of progressive experience in strategic, organization-wide marketing and communications, with a minimum of 5 years' experience in a C-suite or senior enterprise leadership role.
- Demonstrated success leading complex marketing and communication strategies with a strong track record of building brand awareness and driving revenue.
- Expertise in managing digital marketing platforms, CRM systems, and marketing automation tools.
- Proven ability to lead high-performing teams and manage cross-functional enterprise initiatives.
- Experience influencing and working closely with a board of directors and executive peers.
- Sound understanding of market analytics and creating strategic messaging.

CORE COMPETENCIES

- **Executive Leadership:** Strategic thinker with ability to align marketing and communications with long-term vision and organizational health.
- **Enterprise Collaboration:** Strong collaborator who thrives in matrixed environments and drives organization-wide engagement.
- **Performance Management:** Data-driven operator with a bias for action, accountability, and continuous improvement.
- **Influence & Communication:** Exceptional communicator with the presence and skill to engage diverse audiences and facilitate investment.
- **Innovation & Agility:** Change agent who embraces innovation, adapts quickly to evolving priorities, and leads through complexity.
- **Mission-Driven Stewardship:** Deep commitment to the organization's mission and values, with the integrity to lead through trust and transparency.

Location: Toronto, ON

Application Deadline: January 30, 2026

Start Date: TBD

Salary Range: \$165,000 - \$180,000

APPLY online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

ABOUT US

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position. Nelson/Kraft & Associates Inc. is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.