# Trusted Leadership. Public Service That Matters. A Special Place To Live.

**Chief Administrative Officer | Vancouver Island, British Columbia**

***An opportunity to support an elected Board, lead a complex public service organization and make a lasting contribution to communities across central Vancouver Island.***

With the upcoming retirement of the current Chief Administrative Officer, the Regional District of Nanaimo (RDN) is seeking an accomplished, forward-thinking executive to serve as its next Chief Administrative Officer (CAO).

Located on the central east coast of Vancouver Island, the RDN encompasses the City of Nanaimo, the District of Lantzville, the City of Parksville and the Town of Qualicum Beach, together with seven electoral areas extending from Cassidy in the south to Bowser in the north, and from the Strait of Georgia coast and Gabriola, DeCourcy and Mudge Islands in the east to the edge of Cathedral Grove and Nanaimo Lakes in the west.

Situated within the traditional territories of several first nations, including Snuneymuxw, Snaw-Naw-As and Qualicum First Nations, the RDN recognizes the rich cultural heritage of these communities and the importance of respectful, collaborative relationships.

Home to approximately 170,000 residents, the region is experiencing significant growth. Its distinctive combination of urban centres, coastal communities, rural landscapes, and natural environments creates both opportunities and complex decisions about its future.

***Few local government executive positions offer this combination of regional complexity, community diversity, and opportunity for meaningful public service.***

## The Opportunity

Reporting directly to the Regional Board, the CAO serves as the organization's senior administrative leader and principal professional advisor. The successful candidate will work closely with the Board to translate its strategic direction into results, provide sound professional advice, lead a capable administrative team, and strengthen relationships across the region.

The role calls for an executive who understands the complexities of regional governance, including the distinct interests of municipalities and electoral areas, the challenges of growth and infrastructure investment, and the importance of fiscal sustainability and responsive public services.

## The Leadership We Are Seeking

The RDN is seeking an accomplished public-sector executive who brings:

- **Professional courage and integrity** — The judgment to provide measured, independent, and evidence-informed advice, including when that advice may differ from the Board's preferred direction.
- **Political acuity and relationship-building** — The ability to understand diverse perspectives, build trust and work effectively with elected officials.
- **Strategic and operational leadership** — The experience to translate Board priorities into organizational results while maintaining financial and operational discipline.
- **Exceptional communication** — The ability to navigate complex and sensitive issues with clarity, diplomacy, and sound judgment.
- **Collaborative leadership** — A commitment to supporting the Board's governance role, fostering organizational excellence, and strengthening relationships across the region.

## What You Will Bring

You will be a seasoned executive with significant senior leadership experience in local government or a similarly complex public-sector environment.

You will demonstrate:

- A strong understanding of local government governance, administration, and financial management.
- Proven experience leading multidisciplinary organizations and delivering complex public services.
- The ability to support an elected Board with balanced, objective professional advice and sound judgment.
- Experience navigating organizational change, community expectations, and competing priorities.
- A commitment to transparent, accountable, and effective public administration.
- The interpersonal skills to build productive relationships with elected officials, employees, first nations, community partners, and other governments.

***Above all, you will bring the maturity, judgment and leadership presence to earn trust, support effective governance, and guide the organization through both opportunities and challenges.***

## Why the Regional District of Nanaimo?

Few executive leadership opportunities offer this combination of professional challenge, community impact, and lifestyle. The RDN serves a region that brings together growing urban centres, distinctive rural communities, remarkable natural environments, and a strong sense of place. The next CAO will have the opportunity to help shape how the organization responds to growth, infrastructure needs, environmental stewardship, financial sustainability, and evolving community expectations.

***For the right leader, this is an opportunity to combine meaningful public service with a rewarding personal and professional life on Vancouver Island.***

**The salary range for this position is** $281,986 to $323,585 with comprehensive benefits.

**Application deadline:** December 11, 2026

**Learn more and apply by contacting** Paul Murray at Brentwoodadvisory@proton.me