

Rainbow Railroad

Chief Executive Officer

Right now, there are more forcibly displaced people in the world than at any other time in recorded history, with LGBTQI+ individuals particularly impacted. In over 60 countries, same-sex intimacy remains criminalized, leaving countless lives in jeopardy. Queer and trans refugees are uniquely vulnerable to state-sponsored homophobia and transphobia. Rainbow Railroad stands at the forefront of the global movement to advance and protect the human rights of LGBTQI+ people wherever they are in the world. With a focus on helping those most vulnerable find safety from persecution and violence, Rainbow Railroad is internationally recognized for its work in providing support and resettlement assistance to individuals in some of the most anti-LGBTQI+ locations, with the ultimate goal of a world where LGBTQI+ people are free to live with dignity and without fear of persecution based on sexual orientation, gender identity and expression, or sex characteristics (SOGIESC).

Based in Toronto, the Chief Executive Officer (CEO), reporting to a Board of Directors, has overall responsibility for Rainbow Railroad's programs, staff, and the implementation of its strategic plan. The CEO will lead an organization that has experienced rapid growth and will map a way forward that is sustainable, secure and impactful. Working with a dedicated Leadership Team and staff, the CEO will review the strategic plan ensuring it aligns opportunities with resources, while building the trust of a committed team. The CEO is a spokesperson for the organization and a global ambassador - working with global partners and stakeholders (governments, agencies, donors, LGBTQI+ rights defenders, the media) to ensure Rainbow Railroad works collaboratively to deliver on its mission of helping at-risk LGBTQI+ people get to safety.

Rainbow Railroad is seeking an exceptional leader at this critical time in the movement. The ideal candidate will bring leadership and governance experience, ideally in a nonprofit environment of similar scope and scale that has experienced rapid growth. You have a track record of empowering a diverse group of people from many cultural backgrounds. With outstanding relationship skills, you are an exceptional communicator, and possess the ability to tell Rainbow Railroad's stories in a compelling way - impacting donors, policy makers, and the broader public. An appreciation of grass roots activism and exposure to LGBTQI+ equality, human rights, and/or refugee forced resettlement, asylum movements, will be important to success - as will your diplomatic and political skills. With a passion for the mission of Rainbow Railroad, your personal and professional journey has prepared you to be a champion for a global LGBTQI+ organization whose programs, services and assistance are needed now more than ever.

This is an international search and applicants meeting these qualifications will be considered. Individuals from LGBTQI+, racially diverse, and/or refugee communities are strongly encouraged to apply. Relocation to Toronto will be required.

To Apply

To fill this position, Rainbow Railroad has partnered with leadership advisory firm Odgers Berndtson. Applications are encouraged immediately and should be submitted online with a resume and cover letter ideally by September 13th at <https://careers.odgersberndtson.com/en-ca/29730>

For more information, please contact Kyle Mechar (he/him) of Odgers Berndtson at kyle.mechar@odgersberndtson.com

We would like to thank all applicants but regret that we are only able to personally contact those individuals whose backgrounds best match the requirements for the role.

Diversity, Equity and Inclusion

Odgers Berndtson is deeply committed to diversity, equity and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, we would like to encourage you to take a moment and access our [Self-Declaration Form](#).

Rainbow Railroad is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers Berndtson and Rainbow Railroad throughout the recruitment, selection and/or assessment process to applicants with disabilities.