

Job Posting
Ontario Provincial Conservation Agency (OPCA)
[Ontario Provincial Conservation Agency | ontario.ca](https://ontario.ca)

Project Executive – Regional Conservation Authority

Job Type:	Fixed-Term Contract (until February 2029)	Reports To:	Chief Executive Officer, Ontario Provincial Conservation Agency
Location:	Regional Conservation Authority Locations TBC	Salary Range:	\$185,000 to \$285,000
Posting Date:	May 15, 2026	Closing Date:	May 25, 2026

The Ontario Provincial Conservation Agency (OPCA) is a newly established, provincial agency, overseen by the Ministry of the Environment, Conservation and Parks. By providing centralized leadership, tools and resources, OPCA will ensure a smooth and organized regional consolidation of conservation authorities to establish nine Regional Conservation Authorities (RCAs).

OPCA will also provide enhanced digital and technical resources and centralized services to strengthen front-line programs and realize more predictable services, including permitting, supporting housing, infrastructure, economic growth and watershed management.

These actions will strengthen the role conservation authorities already play in managing watersheds and protecting communities, while also streamlining processes to support economic growth and development projects.

Position Summary

The Project Executive (PE) will serve as the key change champion and senior transition leader responsible for overseeing and serving as Chair of a Transition Committee for a group of consolidated Conservation Authorities (CAs) that will collectively form a new Regional Conservation Authority (RCA). Reporting to the Chief Executive Officer (CEO) of OPCA, the PE will lead the design, coordination, and execution of transition strategies that will inform the operations and organizational structure of the newly established RCA and will transition to the inaugural Chief Administrative Officer (CAO).

The role requires a seasoned executive capable of navigating complex, multi-stakeholder environments, leading large-scale transformation, and applying sound judgment in high impact decisions. The PE will be a strategic, diplomatic, visionary leader with operational discipline, political acuity, and the ability to unify multiple groups under a shared purpose. This will require exceptional business acumen with experience leading large multi-disciplinary teams.

Key Responsibilities

- Lead multi-year project planning and provide executive-level oversight and accountability for the Transition Committee responsible for the consolidation of a group of Conservation Authorities
- Implement project governance frameworks, risk management strategies, and performance measurement tools
- Build and maintain collaborative relationships within a multi-stakeholder governance model including Board members, provincial ministries (MECP, MNRF), Indigenous communities, and community organizations
- Lead, mentor, and develop multidisciplinary teams
- Foster a culture of accountability, collaboration, innovation, and continuous improvement
- Oversee leadership, talent management, performance management, and professional development
- Develop and manage large-scale budgets within a multi-funding model, grant applications, and capital expenditure plans
- Monitor financial performance enterprise-wide

- Ensure compliance with the Conservation Authorities Act, and other relevant legislation
- Oversee the structured wind-down of predecessor Conservation Authority operations, including asset transfers, staff transitions, and liability resolution
- Navigate complex labour relations matters arising from consolidation, including collective agreement harmonization and workforce transition planning

Qualifications

- Bachelor's degree in administration, commerce, science, related field or equivalent; Master's degree preferred
- Minimum of 15 years of progressive senior leadership experience, preferably within the Conservation Authority, municipal, or broader Ontario public sector, including a minimum of 5 years in a Chief Executive, Chief Administrative Officer, or equivalent senior executive role
- Strong knowledge of Ontario's conservation authority framework with insight and experience in geographical complexities, deep local and/or neighbouring watershed knowledge, watershed management, and relevant legislation
- Demonstrated experience leading complex, multi-stakeholder transformation, restructuring or integration initiatives
- Experience leading organizational change management in the context of mergers, amalgamations, consolidations, or large-scale restructuring – including the transition of predecessor entities into successor organizations is an asset
- Proven ability to lead and develop high-performing teams in a technical or conservation context
- Change champion with the ability to apply long-term vision and balance pragmatic operational execution
- Excellent written and verbal communication skills, including public speaking and stakeholder engagement
- Strong analytical and decision-making skills with the ability to evaluate multiple scenarios and select optimal paths forward.
- Demonstrated experience managing complex, multi-source budgets of \$20M–\$200M, including provincial transfers, municipal levies, and grant funding
- Leadership competencies including integrity, inclusive leadership, self-discipline, communication, emotional intelligence, adaptability, decision-making, relationship building and strategic thinking.

Regional Conservation Authorities:

Central Lake Ontario Regional Conservation Authority
Eastern Lake Erie Regional Conservation Authority
Eastern Lake Ontario Regional Conservation Authority
Lake Huron Regional Conservation Authority
Northeastern Ontario Regional Conservation Authority
St. Lawrence River Regional Conservation Authority
Western Lake Erie Regional Conservation Authority
Western Lake Ontario Regional Conservation Authority

How to Apply

Please email your application to: CCEO@ontario.ca by **May 25, 2026**

Your application should include:

- Your resume and cover letter in one pdf document
- Your preferred RCA referenced in your cover letter

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, OPCA will provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities.

Personal information provided is collected under the authority of the Freedom of Information and Protection of Privacy Act.

All applications are treated with strict confidentiality.