

## Job Profile

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### President and CEO

<b>Job Title:</b>	President and CEO	<b>Job Category:</b>	Staff
<b>Location:</b>	Calgary, Alberta, Canada	<b>Travel Required:</b>	Occasional
<b>Level/Salary Range:</b>		<b>Position Type:</b>	Permanent, Full-Time
<b>Reports to:</b>	Director of External Relations and Communications	<b>Date posted:</b>	March 23, 2026

#### About CMC

Carbon Management Canada Inc. (CMC) is a Canadian non-profit organization that partners with innovators, researchers, and industry to accelerate technologies that reduce carbon emissions.

Founded in 2009 as a National Centre of Excellence at the University of Calgary, CMC transitioned to an independent applied research organization after the program concluded.

CMC is governed by an independent, volunteer Board of Directors and maintains ties to the University through its campus location and board representation.

CMC delivers applied research and services in geological CO<sub>2</sub> storage, validation of fugitive methane monitoring technologies, and education and outreach to support large-scale Carbon Capture, Utilization & Sequestration (CCUS) deployment. CMC operates a field research site that includes facilities for injecting and monitoring CO<sub>2</sub> for geological storage, as well as a facility for fugitive methane emissions research and testing.

For more information on CMC's field operations, projects, and partnerships, visit [www.cmcghg.com](http://www.cmcghg.com)

#### Position Overview

CMC is seeking a strategic and influential Chief Executive Officer to lead the organization through its next phase of growth.

Reporting to the Board of Directors, the President & CEO will provide overall leadership, develop and implement strategy, and ensure excellence in operations and project delivery. It is a unique opportunity to shape an organization and play a meaningful role in advancing

practical, science-based emission reduction solutions.

The successful candidate will combine strategic insight, technical credibility, and strong stakeholder engagement skills to expand CMC's partnerships, funding base, and impact for long-term sustainability.

## Key Responsibilities

### Safety

- Champion a strong safety culture across all field and office operations.
- Ensure appropriate systems and resources are in place to support safe operations.

### Strategy

- Provide leadership, insight, and direction to develop and implement CMC's strategic plan in alignment with its mission.
- Work collaboratively with the Board to achieve CMC's approved strategic plan.
- Align resources, processes, and priorities with overall strategy.
- Monitor performance against strategic objectives and organizational goals.

### Leadership

- Provide oversight of all organizational activities to ensure operational excellence.
- Establish staff goals in alignment with strategic priorities.
- Recruit, develop, and retain high-performing staff.
- Foster a culture of accountability, collaboration, and performance.
- Ensure sufficient human resource capacity to meet commitments.
- Drive organizational growth and long-term sustainability.
- Prioritize the development of high-value programs and services while maintaining cost-effectiveness.
- Lead diversification of CMC's revenue base through new partnerships, grant development, and commercial service offerings.

### External Relations

- Build and maintain strong relationships with industry, academia, government, and other stakeholders.
- Identify and cultivate strategic partnerships and funding opportunities.
- Engage with government officials to support science-based policy aligned with CMC's mission.
- Represent CMC at industry and public events.

### Financial Management

- Recommend annual budgets for Board approval and manage resources responsibly.
- Collaborate with the leadership team on budgeting, forecasting, and risk management, with a focus on cost-effectiveness and financial sustainability.
- Ensure accurate financial reporting for industry and government funding agreements, in accordance with accounting standards and reporting requirements.

- Implement appropriate financial controls and performance measures to track progress on strategic initiatives.

#### Governance

- Work closely with the Board to advance CMC's mission and strategic plan.
- Prepare quarterly Board materials covering financial, operational, and HR performance.
- Provide regular updates on strategic initiatives and adjust priorities as needed.

### Candidate Profile

#### Education & Experience

- Undergraduate degree in business, finance, geoscience, engineering, or a related field. A graduate degree is considered an asset.
- Minimum 15 years of leadership experience, including leading multidisciplinary teams.
- Proven experience developing and executing strategy in complex and evolving environments.
- Deep understanding of the Canadian energy transition landscape, including players, policy, and regulatory frameworks.
- Experience working with diverse stakeholder groups; prior Board reporting experience is an asset.
- Proven track record in revenue generation through grant acquisition, industry partnerships, and applied research project development, with a proactive approach to identifying and securing funding opportunities.

#### Core Competencies

- Strong knowledge of greenhouse gas reduction technologies, particularly subsurface CO2 sequestration, is considered a strong asset.
- Exceptional relationship-building skills across industry, academia, government, and non-profit organizations.
- Strong written and verbal communication skills with the ability to influence diverse audiences.
- Strategic, analytical, and pragmatic decision-maker.
- Results-driven leader who fosters alignment and accountability.
- Skilled at risk identification and problem-solving.
- Committed to diversity, inclusion, and respectful collaboration.
- Able to balance short- and long-term priorities effectively.
- Understanding of financial reporting and government funding requirements

## How to Apply

Qualified candidates are invited to submit a resume or CV and cover letter by email to [elliott.ross@cmcghg.com](mailto:elliott.ross@cmcghg.com), addressed to David Petiteville, Chair, Governance and HR Committee.

**Applications will be accepted until April 6, 2026.**

All applications will be held in strict confidence. Candidates are asked to refrain from making their interest in this opportunity publicly known until an offer has been extended and accepted. Carbon Management Canada will protect the privacy of all applicants throughout the recruitment process in accordance with applicable privacy legislation.

To maintain the integrity and fairness of the process, candidates are asked not to contact Board members directly. All inquiries should be directed to the email address above.

Only candidates selected to advance in the process will be contacted regarding next steps.

Carbon Management Canada is committed to an inclusive and accessible recruitment process.

Accommodations are available upon request at any stage of the selection process.

## Compensation

CMC offers a competitive compensation package commensurate with experience, including salary and benefits aligned with sector benchmarks for comparable roles within the Canadian non-profit sector.