



Chief Executive Officer (CEO)

Real Estate Council of Ontario (RECO)

Lead the Future of Real Estate Regulation in Ontario

The Real Estate Council of Ontario (RECO) is seeking a visionary, strategic Chief Executive Officer (CEO) with a strong commitment to consumer protection to lead the organization through a dynamic period of change. As Ontario's regulator of real estate services, the CEO will drive RECO's mission by ensuring strong consumer protection, setting and enforcing education and ethical standards, promoting transparency and trust in the sector, while ensuring compliance with legislative and regulatory requirements, including the *Trust in Real Estate Services Act, 2002* (TRESA). Extensive information about RECO, including its strategic plan, may be found at reco.on.ca.

The Ideal Candidate

- A proven strategic leader with experience in regulatory, government, or public-facing organizations.
- Deep understanding of consumer protection within regulatory decision making and enforcement and enhancing education for consumers and registrants.
- Strong relationship builder who can engage with diverse stakeholders, including government officials, industry associations, and consumers.
- Visionary thinker with the ability to anticipate industry changes and develop long-term strategies.
- Operationally sound leader who ensures disciplined execution of strategic priorities.
- Exceptional communicator who can inspire, engage, and drive RECO's brand and mission forward.
- Decisive, outcome-oriented, and adaptable in navigating complexity and change.

Key Responsibilities

- **Strategic Leadership:** Guide RECO through regulatory and market changes, ensuring long-term success and adaptability.
- **Consumer Protection & Engagement:** Strengthen consumer protection within RECO business systems and drive innovative initiatives and engagement that enhance education for consumers and registrants, resulting in building trust in the real estate marketplace.
- **Board Relations, Governance & Regulatory Oversight:** Build a strong, collaborative partnership with the RECO Board of Directors, providing strategic guidance and updates.
- **Stakeholder Relations:** Establish strategic alliances and manage partnerships with key stakeholders, including the public, registrants, and the provincial government. Actively work with government stakeholders, ensuring strategic alignment on government expectations and RECO's consumer protection mandate.

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115 George Street, Unit 601, Oakville, ON L6J 0A2 • Attn: Jack Shand, FCMC, CAE, Executive Partner
Tel: (905) 274-7438 • Email: recoceo@portagegroup.com

We thank all applicants for their interest in RECO. Those selected for an interview will be contacted.
For more information about RECO, please visit www.reco.on.ca

For more information about The Portage Group Inc., please visit www.portagegroup.com

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- **Data-Driven Decision Making:** Strengthen RECO's data capabilities to anticipate market trends, mitigate risks, and drive effective policy decisions. Evolve the organization's systems and structure to enhance performance.
- **Planning and Operational Excellence:** Develop and lead the execution of RECO's strategic plan in alignment with its mission, vision, and values. Ensure business plan priorities align with the strategic plan. Lead a high-performing team, fostering a positive and productive culture of accountability, collaboration, and innovation.

Experience Profile

- **Executive Leadership:** Proven experience and strong business acumen as a CEO or senior leader in a comparable setting (e.g., a regulatory body, government agency, etc.). Minimum 10-15 years of leadership experience, with at least five years in a C-suite or executive role and direct reporting relationship to a board of directors.
- **Corporate Governance & Strategy:** Strong background in corporate governance, policy development, strategic and operational planning, and finance.
- **Regulatory & Legislative Expertise:** In-depth knowledge of regulatory frameworks and best practices in consumer protection organizations. Navigate the complexities of a regulatory body, ensuring compliance while driving meaningful improvements.
- **Strategic & Change Management Skills:** Ability to lead organizations through change and transformation initiatives.
- **Exceptional Communication & Political Acumen:** Ability to negotiate, influence, and build consensus among diverse stakeholders. A track record of

fostering collaboration, transparency, and trust across multiple stakeholders.

- **Human Resources Leadership:** Expertise in organizational design, talent management, and fostering a high-performance culture.

Experience in the real estate industry is an asset but not mandatory – candidates must be willing to develop industry knowledge.

Why Join RECO?

This is a unique opportunity to lead a highly respected regulatory body dedicated to protecting consumers in Ontario's real estate sector. You are an inspirational leader who thrives in complexity and is committed to making a lasting impact.

Applications

To apply, please submit your resume and a cover letter outlining your qualifications and vision for RECO's future. The Portage Group is supporting the RECO board of directors with this search. Applications (and questions) may be directed to:

The Portage Group

Attention: Jack Shand, FCMC, Executive Partner

Email: recoceo@portagegroup.com

The application deadline is Friday, May 23, 2025.

A candidate prospectus is available upon request.

Consideration of candidates will begin immediately and continue until a hiring decision is made. We thank all applicants for their interest; only those candidates selected for interview will be contacted.

RECO is committed to integration and equal opportunity, which includes accommodating the needs of persons with disabilities.



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