



Jocelyne Paul, CAE

Organizational Non-profit Leadership, Strategy, Leadership Coaching

An engaging, dynamic and seasoned executive specializing in the nonprofit sector, Jocelyne is recognized for her ability to drive transformational change, cultivate leadership and build high-performing teams. Jocelyne fosters productive and meaningful relationships across diverse stakeholders leading to significant operational improvements. She has worked extensively with boards of directors to shape strategic direction, launch new nonprofit organizations, and guide successful amalgamations, always with a focus on long-term sustainability and impact.

SELECTED ACHIEVEMENTS

- Strategic Alignment for Operational Excellence – Helped a client establish their first strategic direction aligning a bold future vision with organizational realities. Delivered a clear operational plan ensuring shared focus, accountability, and momentum.
- Empowering Leaders - Engaged by a social services organization to coach the management team and advance key initiatives. Led a collaborative engagement process to clarify roles and responsibilities, strengthen team dynamics, and provide actionable recommendations.
- Accreditation Preparation – Engaged by two nonprofit organizations to support accreditation efforts by reviewing and developing policies, procedures, templates, and forms. Managed key components of the process and provided strategic guidance to strengthen governance practices, ensure alignment with standards and lay a strong foundation for future accreditations.
- Strategic Collaboration - Supported the creation of an Eastern Ontario shared services organizations in the developmental services sector, collaborating across three agencies to build a new legal entity, governance structure, and service model. Served as interim executive director, leading the amalgamation of administrative teams and achieving increased efficiencies and cost savings.
- Executive Coaching and Leadership Development – Coached senior leaders to navigate role transitions, team dynamics, and organizational change, helping strengthen executive presence, gain clarity, and lead with renewed confidence—while also prioritizing their well-being and resilience.

PRIOR EXPERIENCE

- The Osborne Group
 - Asthma Canada
 - Durham Family Court Clinic
 - Frontenac Youth Services
 - Georgina Community Food Pantry
 - Horizons of Friendship
 - Northumberland Fare Share Food Bank
 - North York Women's Centre
 - PACE Independent Living
 - Rural Ottawa South Support Services
 - Smiths Falls Community Food Bank
 - The Olde Forge Community Resource Centre
 - Toronto Wildlife Centre
 - Watershed Law Group
- Ottawa-Carleton Lifeskills – Executive Director
- Ottawa Shared Services Organization – Founding Interim Executive Director
- BGR Coaching and Strategic Solutions – Advisory Board
- Ontario Agencies Supporting Individuals with Special Needs (OASIS) – Board Member
- Ottawa Developmental Services Network – Chair
 - Affordable Housing Action Committee – Chair
- Camp Quality Eastern Ontario – Board Member

QUALIFICATIONS

- Canadian Society of Association Executives – Certified Association Executive (CAE)
- Rotman School of Management, University of Toronto – Public Service Leadership Institute Certificate
- Queen's University – OASIS Advanced Leadership Training
- Centre of Excellence for Public Sector Marketing
- University of Saskatchewan – Bachelor of Arts

