

# Ching Tien Foundation for Women



## Executive Director

Executive Profile Presented By

THE  
**DISCOVERY**  
GROUP

# The world needs more women leaders, and the future of humanity depends on improving the status of women.

**The Ching Tien Foundation for Women** (CTFW) identifies and prepares the next generation of women leaders by providing young women from Asia with global opportunities to pursue advanced academic studies and leadership training. Our programs provide young women with scholarship funding and a framework to develop the mindset, confidence, and abilities to become leaders of tomorrow. Scholarship recipients undertake social impact projects, receive mentorship, and are required to envision plans to give back to their communities.



## Why Asian Women?

In recent decades, Asian economies have become increasingly dynamic, but gender inequality remains deeply entrenched in local culture, impeding the development of women leaders. In particular, women from working class and underprivileged communities lack access to higher education and the global exposure that can transform them into leaders and role models, especially in the social impact space, where women's voices are desperately needed.

## Our History

Founded and named after Ching Tien, a globally recognized champion for gender equality and women's empowerment, the Ching Tien Foundation builds on the legacy of Educating Girls of Rural China (EGRC). Founded by Ching Tien, EGRC was a grassroots Canadian charity that operated in rural Western China for 18 years. From 2005 to 2023, EGRC provided over 2,000 young rural Chinese women with financial sponsorship and emotional support to complete their high school and university education. In 2023, EGRC concluded its work in China and transitioned to become the Ching Tien Foundation for Women.

One year since its establishment, the Ching Tien Foundation for Women is ready to build its fundraising program and formalize operations. To help secure the Foundation's bright future, a full-time Executive Director (ED) role has been created.

## The Foundation, therefore, seeks an excited and passionate leader to:

- Bring their mission-aligned passion and feminist perspectives to building an organization that will champion lasting change in the lives of women;
- Make a tremendous difference in the lives of women through education and leadership development;
- Bring their fundraising expertise to secure funding partners and resources;
- Broaden the Foundation's community engagement, scope, and awareness;
- Leverage the Foundation's mission - and the legacy of its predecessor charity, when appropriate - to create a network of relationships in support of the Foundation;
- Ensure the Foundation's human resource needs - staff and volunteers alike - are meeting its growth needs;
- Develop and execute the Foundation's strategic plan.



## Information for Candidates

This search is being led by Ching Tien Foundation's search partner, Christoph Clodius at The Discovery Group.

*Submissions will be reviewed on an ongoing basis, and the role will remain open until filled, so we encourage immediate enquiries and submissions.*

If you or someone you know is interested or curious, please be in touch. We welcome questions and enquiries to [christoph@thediscoverygroup.ca](mailto:christoph@thediscoverygroup.ca).

Formal applications should be in the format of a letter/expression of interest and resume/CV, in a combined single document, please.

### Compensation & Benefits:

The budgeted salary range for the position is \$100,000 – \$120,000, depending on experience, as well as four weeks of paid vacation. An additional 10% of salary will be paid to support the ED's choice of benefit and retirement planning (since Ching Tien Foundation does not yet have a benefits program).

### Home Office & Workplace Location:

The ED will have the opportunity to be home-office based and thrive in a virtual environment. We have a strong preference for a candidate based in BC's Lower Mainland or the Greater Toronto Area.

### Equity, Diversity, and Inclusion:

As an organization rooted in opposing inequalities, we are committed to the principles of equality and diversity. We aim to hire the best candidate for the position based on their qualifications and merit in terms of knowledge, skills, and experience. We encourage and support candidates with diverse backgrounds and lived experiences to apply.

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Studies have shown that women and people of colour are less likely to apply to jobs unless they meet every single qualification. At Ching Tien Foundation for Women, we are dedicated to building a diverse, inclusive, and authentic workplace, so if you are a potential candidate and excited about this role but your experience or competencies don't align perfectly with every desired trait listed above, we encourage you to reach out anyway. You may, in fact, be the right candidate.





## The Ching Tien Foundation for Women

1. **To transform** outstanding young women from Asia into leaders and changemakers through Foundation programs that provide access to global education and leadership opportunities, mentorship and coaching.
2. **To develop** and offer programs for women at the undergraduate and graduate level that satisfy the mission of Ching Tien Foundation for Women.
3. **To host** online, in-person programming, or other events that support Ching Tien Foundation students, alumni and/or prospective students, as well as activities that help promote and raise the profile of the Foundation and its programs.

*The ambition of the Ching Tien Foundation programs extends beyond the achievement of academic excellence; our aim is to empower the next generation of women changemakers.*

Ching Tien personally leads the programs and acts as the Program Manager of the Foundation. Other staff consist of part-time and contract team members.

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The Foundation's programs have now been expanded to support women from across Asian countries, and we are actively pursuing formal partnerships with organizations in India, Afghanistan, and Bangladesh.

Ching Tien, the founder of EGRC and the Ching Tien Foundation for Women, is a Chinese Canadian social entrepreneur and outspoken advocate for empowering women through education. Ching grew up in China during the Cultural Revolution and did not have the opportunity to complete her education. After immigrating to Canada and witnessing her own children grow up with opportunities she never had, Ching became passionate about creating educational opportunities for young women.

## Foundation Programs Include:

### Master's Program Scholarships

The Ching Tien Foundation Master's Scholarship Program supports promising young women from Asia to pursue master's degrees at international universities. Applicants to the program are required to have a bachelor's degree and two years of working experience, some volunteer experience, and have been accepted into a school outside of Asia.

After acceptance, they receive two years of funding to support learning experiences to ensure scholarship recipients cultivate the skills they need to become strong and confident. As well, recipients are matched with mentors and academic advisors throughout their period of study and receive soft skills and leadership training. Even as they undertake their global study programs, scholarship recipients are required to acquire hands-on experiences in the areas of leadership, volunteerism, and cross-cultural communications.

Scholarship recipients commit to giving back through community engagement and volunteering. All graduates undertake a capstone "Pay It Forward" project, marking their first step towards making a positive impact in their communities and in the world. Recent projects including empowering teens, developing a community of gratitude journaling participants, and building a community of environmental and sustainable practices.

### Undergraduate Language & Leadership Development

This program is designed for senior undergraduate female students from Asia to do short-term studies in Canada and build their leadership, personal advocacy, and empowerment skills.

Candidates must have a strong interest in global studies, leadership, and social impact. In this unique program, participants study abroad in Canada, gain a global perspective, experience different cultures, and explore their passions and goals. This valuable opportunity greatly benefits the participants' personal growth and career planning.

Applications and selections take place early in the calendar year, and program onboarding begins in March. Selected participants undertake a three-month online learning program to prepare them for their travel to Canada, which includes leadership, social responsibilities, and communication skills.

In Canada, the four-week-long program is delivered by Canadian partner universities (most recently at Royal Roads University) and is followed by a three-day program led by the Ching Tien Foundation in Vancouver.

After studying abroad, each participant reflects on their experience and develops a "giving back" project that is completed under the mentorship of the Ching Tien Foundation. They then become mentors for the next generation of Foundation scholars and join the network of Foundation alumnae around the world.

### Programs Under Development:

To complement the programs above, CTFW also aspires to develop:

#### Virtual Learning Platform

The purpose of the Ching Tien Foundation Virtual Learning Platform is to raise awareness for the Foundation's work and extend personal development opportunities to young Asian women aged 16 to 28, who are motivated to step out of their comfort zone, think beyond themselves, and dare to lead.

The Virtual Learning Platform will provide regular programs focused on gender equality, women's empowerment, leadership and world events. Program formats will include speaker series, workshops, panel discussions and training programs. All programs will be led by the Founder, the Foundation's scholars, alumni and inspiring leaders from around the world. Participation will be free of charge.

Young women who want to apply for the Ching Tien Foundation's global study programs will be encouraged to participate in a minimum of six months of Virtual Learning Platform activities in advance of submitting their application.

Additionally, online and in-person workshops and training sessions will be offered periodically to provide aspiring women leaders from around the world with leadership and personal development-focused opportunities. The Forums, workshops and training programs will be led by prominent leaders in their field from around the world.

#### Consulting & Advisory Services

The Foundation is developing consulting and advisory services to social entrepreneurs and organizations in the process of building grassroots programs for the advancement of women and girls through education.

Learn more about the Foundation:  
<https://chingtienfoundation.com/>

Previous media coverage related to EGRC:

- CBC Radio with Anthony Germain
- CBC National Feature

### **Current Activities:**

The Foundation recently selected the 2025 *Undergraduate Leadership Program* participants. For the first time, scholarship recipients were selected **from multiple Asian countries with diverse cultural backgrounds**. Each of the young women selected embody ambition, resilience and dedication – the values that the Ching Tien Foundation stands for.

This program kicked off in March and lasts about 16 months with three phases:

1. March - June: A bi-weekly virtual program with the focus on cross-cultural exploration, cultural tolerance, global challenges, gender, and leadership.
2. July: A four-week in-person Language & Leadership Program offered at Royal Roads University in Victoria
3. October - April 2026: Each student takes part in a 4 – 6 month-long giving back project in their own communities and is mentored by the Foundation.



## 2025 Undergraduate Scholarship Recipients



**Jiayan Huang, China; University of Finance and Economics**

I was very fortunate to receive EGRC's sponsorship when I was admitted by my university in 2022. Recently, I was selected to participate in the Ching Tien Foundation's Undergraduate Leadership Program. I feel fortunate and privileged. I look forward to the new learning opportunity to broaden my horizons and gaining leadership skills through the Foundation and Royal Roads University.



**Fatemah Mozafari, Afghanistan; Asia University for Women, Bangladesh  
(Major: Computer Science)**

This opportunity means a lot to me, not just as recognition of my efforts, but as a reminder that even after everything I've been through in my native country, Afghanistan, there are still people who believe in me and are willing to provide such wonderful opportunities. This gives me hope and motivates me to keep growing and contributing alongside other inspiring women in this community.



**Feixiang Lyu, China; Zhengzhou Sias University (Major: English)**

By joining the Undergraduate Leadership program at the Ching Tien Foundation, I got to know a group of inspiring young women who are from diverse cultural backgrounds. I am excited about the chance to learn about Canadian culture, participate in a variety of outdoor activities, expand my network, and more importantly, contribute to women's empowerment. This program will be a pivotal step on my journey as a young leader.



**Sadaf-Riaz, Hong Kong; Hang Seng University of Hong Kong (Major: Business Administration & Management)**

Through the learning at the Foundation and attending the summer program at Royal Roads University, I look forward to expanding my global perspective, deepening my understanding of cross-cultural relationships and further cultivating my leadership abilities. More importantly, the "giving back" project I committed to doing aligns with my goal, which is focusing on social entrepreneurship, uplifting minority women like me in Hong Kong, and making a meaningful impact in my community.



**Sadaf Yaqobi, Afghanistan; Asia University for Women, Bangladesh  
(Major: Computer Science)**

Being part of this program has been a transformative milestone in my journey of growth. The Foundation creates a space where everyone can recognize their potential, learn from their peers, exchange diverse perspectives, and collaborate on meaningful initiatives that foster both personal and collective growth. This experience has helped me better understand myself as a member of the global community and how to actively engage with challenges facing all people. Moreover, it has given me the opportunity to believe in my potential and transform myself into an agent for change in the community.



**Syeda Zaibunnissa, India; Government Degree College for Women, Begumpet, Osmania University (Major: Applied Nutrition and Public Health, Psychology and Zoology)**

I'm eager to see what's on the horizon. I love the opportunity to connect with like-minded individuals from diverse cultural backgrounds. This experience will broaden my global perspective and foster meaningful friendships that transcend borders. Being part of this community is a truly unique experience. I feel grateful to be thinking outside the box and pushing beyond conventional boundaries.



**Yuting Li, China; University: Zhengzhou Sias University (Major: English)**

This is an opportunity to learn with a group of inspiring young women and gaining insights into different cultures. The summer program at Royal Roads University will be a highlight, and I am very much looking forward to it. Being in the program will push me to open my mind, take on new challenges, and gain new leadership skills. I can't wait for the chance to contribute my energy and ideas and perhaps even inspire others to contribute to the societies we live in.



**Shokria Muhsini, Afghanistan; Asia University for Women (Major: Computer Science)**

This feels like a turning point in my leadership journey. I am truly honoured to receive the scholarship and become part of a community of inspiring women leaders. I look forward to gaining meaningful experiences, contributing my own perspective, and building long-lasting connections with and through the Foundation. This opportunity not only supports my growth but also aligns with my goal to become a leader who uplifts others and creates a lasting impact.

## Funding

The Ching Tien Foundation for Women benefits from reserve funding from its predecessor entity, ERGC, with over \$1.4 million in assets. Past and current donors have included groups like Mackenzie Financial, Canfor, BMO, and the Peña Family Foundation.

Donors come to the Foundation through the work of the Founder, Board connections, and donations received as a result of media publicity. Current support is largely based on past supporters of EGRC, whose confidence in the Founder has led them to continue to support her work.

It follows that the main focus of the ED's work will be to build a sustainable long-term funding base to support the Foundation's future activities, with a major emphasis on identifying new sources of sustainable funding in accordance with the new Foundation's mission and projected impact.



## Executive Director Roles & Responsibilities

In this newly configured role, the ED will report to the Board of Directors and work with the Founder, Board, as well as two current contract staff and six volunteers, to build a funding base and establish future plans. The ED will champion the mission of the Ching Tien Foundation and lead and manage operations of the Foundation with the support of the Founder.

Specific responsibilities include:

### Fundraising and Relationship Management:

- Develop a strategic fundraising plan to achieve the Foundation's mission.
- Execute the plan by identifying, cultivating, and soliciting donors and supporters across the spectrum of people, organizations, leaders, government officials, and other potential collaborators as appropriate.
- Proactively engage donors with the work of the organization.
- Maintain existing and foster new relationships to solidify the Foundation's network.
- Develop fundraising policies and procedures as needed.
- Provide meaningful and appropriate stewardship, recognition, and impact reporting.

### Strategy & Leadership:

- In partnership with the Board, develop the Foundation's strategic plan.
- Work with the Board and staff to ensure the implementation of the Foundation's mission.
- Partner with the Program Manager/Founder on the administration of Foundation programs.
- In tandem with the Program Manager/Founder, enhance systems to monitor, evaluate and report on program outcomes.
- Establish the operations plan, including project roll-out, funding, and KPI's.
- Act as a Foundation spokesperson and community representative (through public speaking, media appearances and attending events, etc.).
- Ensure a robust and strategic marketing and communications plan.
- Enhance the Foundation's brand and image by being active and visible in the community and by working closely with the community, donors, volunteers, etc.
- Implementation of any special projects related to furthering the organization's mission.
- Responsible for communicating effectively with the Board and providing, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
- Build an organization and community that continues to operate with a lens of equity, diversity, and inclusion.

### Financial Performance:

- In coordination with the Board, be responsible for the strategic implementation of resources, volunteers, and funding measures to safeguard and build upon sustainability within the Foundation.
- Responsible for fiscal management and budgeting, operating within the approved budget, ensuring maximum resource utilization, and maintaining the organization in a positive financial position.

### Operations:

- Ensure full legal compliance in all governance areas, such as NFP registration, tax, employment, health and safety, insurance, etc.
- Design and perform comprehensive evaluations of key programs and projects on the ground.
- Oversee and implement appropriate resources to ensure effective operations.

#### Staff and Volunteer Leadership:

- Ensure Foundation volunteers are trained, effective, and supportive of the mission.
- Collaborate with the Director of Development, Hong Kong, on fundraising projects and partners.
- Develop a staffing growth plan aligned with the Foundation's growth trajectory and budget.
- Recruit and employ staff in fulfillment of the plan (e.g., contract management, work deliverables).
- Manage all HR matters concerning the organization's staff, including hiring and retention of competent, qualified staff as the Foundation grows.
- Establish employment and administrative policies and procedures for all functions and the day-to-day operation of the organization.
- Maintain the Foundation's contracts and paperwork.

#### Desired Competencies, Traits, and Background:

- Passion for the cause of female empowerment and education, a strong understanding and devotion to the impact individuals can have on society.
- An effective and motivated organizational builder; ambitious and intentional, thrives in ambiguity.
- Proven ability to think strategically, execute to realize organizational goals; a roll-up-their-sleeves do-er.
- Opportunistic, resourceful, and determined; self-confident and poised.
- Persistent and action-oriented, yet patient and tactful; highly self-motivated and driven.
- A keen listener who respects the goals and traditions of the organization to date.
- Exceptional cross-cultural communications and sensitivities; knowledge and/or experience in international contexts is a significant asset.
- Charismatic and relationally agile; a strong relationship builder and connector.
- A high level of emotional intelligence; empathetic to our participants' needs and situations.
- Adaptable to work with different styles of people, situations, and cultures.
- Organized, systematic, and with a high attention to detail and time management skills.

#### Ideal Qualifications:

- Experience acting in a leadership capacity in the social profit sector.
- Passion for, and demonstrated work in, an organization dedicated to female empowerment and leadership. Lived experience as a member of a marginalized community is most welcome.
- Cross-cultural work experience and exposure to multicultural environments.
- Background and experience in fundraising are essential; leadership of a successful, broad-based fundraising program would be of particular value, especially in a small start-up environment.
- Experience working with a Board of Directors is a strong asset; governance and board training would be most welcome.
- Proven experience planning and executing organizational growth.
- Strong writing skills and communication abilities generally.
- Understanding of Canadian charitable laws; international fundraising context would be a valued asset.
- Technical skills ideally include Microsoft Office suite, donor CRM software, email automation, and social media.
- Post-secondary education or equivalent training and experience.
- Willingness and ability to travel locally and nationally, and internationally for donor engagement as required.

## Founder's Bio



### Ching Tien

#### Founder & President

Ching Tien is a Chinese Canadian social entrepreneur and a globally recognized advocate for gender equality and women's empowerment through education. Born in Beijing in the 1950s, Ching attended a privileged girls-only school until her education was interrupted by China's Cultural Revolution.

Instead of completing her education, she was sent to one of the poorest regions in Western China, Gansu Province, where she worked in a factory for eight years.

The hardship she experienced, and especially witnessing how local women and girls were treated, would later compel Ching to dedicate her life's work to the advancement of underprivileged women and girls.

Ching immigrated to Vancouver in 1983. For over 20 years, she owned and managed an art gallery and was actively involved in the city's arts community. Life in Canada, and witnessing the opportunities available to her own children, inspired Ching to establish Educating Girls of Rural China (EGRC), stemming from her deep belief that educated women have educated children. Building on the success and experience of EGRC, Ching has established the Ching Tien Foundation for Women to continue her mission of empowering women from underprivileged backgrounds.

Through numerous recognitions and speaking invitations, Ching has established herself as a prominent voice for the advancement of girls and women. She has been an invited speaker at Asia Society in 2015, TEDx Beijing 2016, Alibaba's Global Women Entrepreneurship Conference in 2017, and Eve Programme's annual Asia Pacific Conference in Singapore in 2019 and in Phuket, Thailand in 2023.

Ching was awarded the Canadian Governor General's Visit Medallion in 2017, and she was a Finalist for the RBC Women of Influence Award in 2018. Ching received the WeWorkingWomen Grand Impact Award in 2019, and in 2020 she received the 5 at 50 Award from the Canada China Business Council on the occasion of 50 years of diplomatic relations.







## Navigating complex challenges for social profits

The Discovery Group is an international consulting firm dedicated to the social profit sector. We believe that social profit organizations can change the world. Since 2017 it has been our mission to help social profits across the globe achieve their vision and elevate community impact. We work side-by-side with our clients to help them envision change, determine how to make it happen, and put the necessary tools and skills in place for success.

[www.thediscoverygroup.ca](http://www.thediscoverygroup.ca)

