REALTOR.ca Canada Inc
Position Description

Position: Board Member

Effective: 2026

About Us

REALTOR.ca Canada Inc. (RCI) is Canada's most important real estate platform and a trusted destination for Canadians as they navigate housing decisions. As the company enters its next phase as a commercial entity, it must continue to evolve its platform, operating model, and user experience to remain relevant, strengthen and protect its market position, and deliver against its mission of Helping Canadians make confident housing decisions.

RCI is wholly owned by the Canadian Real Estate Association (CREA) on behalf of REALTOR® members. This ownership model ensures the platform remains anchored in REALTOR® value and consumer trust, while providing the company with greater flexibility to innovate, diversify revenue and reinvest in the platform for the long-term benefit of REALTORS® and Canadians. The company is governed by a skill-based Board of Directors made up of diverse, experienced directors

Highlights

- Canada's leading real estate platform, with 61% market share.
- Wholly owned by CREA, its sole shareholder, on behalf of REALTOR® members.
- Governed by a skills-based, independent Board responsible for oversight, strategic guidance, and long-term value creation.
- Operating as a taxable commercial entity, creating greater flexibility to modernize the platform, evolve the operating model, and diversify revenue responsibly.
- Profit generated will be reinvested back into the platform, supporting continued innovation for the benefit of consumers and REALTORS®.

Overview

We are seeking experienced leaders to join **REALTOR.ca Canada Inc.'s Board of Directors**. As a Board member, you will provide strategic guidance, governance, and oversight to ensure the organization's long-term success and sustainability. This role requires close collaboration with fellow Board members and the executive team to provide oversight, constructive challenge, and guidance on the company's strategic direction.

Key Responsibilities

- **Mission, Mandate and Stakeholder Alignment:** Ensure REALTOR.ca Canada Inc. strategy and decisions remain aligned with its mission of Helping Canadians make confident

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housing decisions, its ownership by CREA on behalf of REALTOR® members, and its responsibility to deliver trusted value to both consumers and REALTORS®.

- **Strategic Planning & Oversight:** Provide oversight, guidance and, constructive challenge on REALTOR.ca Canada Inc.'s strategic plan, including the evolution of the platform, operating model, user experience and long-term value creation.
- **Commercial Growth & Revenue Diversification:** Provide strategic oversight of responsible revenue diversification, commercial partnerships, and scalable growth opportunities while ensuring commercial decisions protect consumer trust, REALTOR® value, and the long-term strength of the platform.
- **Governance & Compliance:** Uphold strong corporate governance and ensure REALTOR.ca Canada Inc. operates in accordance with applicable legal, regulatory, ethical, and fiduciary requirements.
- **Financial Oversight:** Review and approve budgets, financial plans, major investments, and financial performance to ensure fiscal health.
- **Risk Management:** Identifying, assessing, and overseeing risk management strategies and policies. Support decision making and balanced assessment of trade-offs required to grow while not exposing the organization to unnecessary risk
- **Technology & Innovation:** Providing insights and oversight on digital platform strategy, product evolution, marketplace dynamics, technology modernization, data, AI, and emerging trends that may affect REALTOR.ca Canada Inc.'s relevance, competitiveness, consumer engagement, and ability to serve consumers and REALTORS®.
- **CEO Oversight, Development & Succession:** Support, evaluate, and hold the CEO accountable for performance against agreed objectives, while overseeing CEO succession planning, and broader executive leadership development.
- **Board Effectiveness:** Contribute to a high-performing Board through preparation, active participation, independent judgement, constructive challenge, and collaboration.
- **Board and Committee Participation:** Attend and actively participate in regular Board and committee meetings, strategic planning sessions, and other Board-related activities, both in person and virtually.

Qualifications & Skills

- Previous Board of Director or Officer experience is required.
- Proven senior leadership experience in a high growth consumer technology, digital

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marketplace, or platform business is strongly preferred. Experience scaling digital products, marketplaces, or online platforms with large consumer audiences is strongly preferred.
- Direct experience or depth of understanding of highly regulated industry dynamics and operating a technology platform within that environment
- Strong understanding of corporate governance and regulatory requirements.
- Demonstrated success in strategic planning and execution, specifically during periods of transition and change
- Demonstrated expertise in scaling within an innovation-driven environment
- Knowledge of emerging technology trends including AI and how it is applied within existing organizations.
- Financial acumen with experience in risk management.
- Excellent communication, collaboration, and interpersonal skills.
- Real estate industry experience is an asset.

This role may require occasional travel.

Click here to apply. The deadline for applications is August 21, 2026.

We thank all applicants for their interest, however only those under consideration for the role will be contacted.

At REALTOR.ca, we are committed to fostering an inclusive, barrier-free and accessible environment. Part of this commitment includes arranging accommodations to ensure an equitable opportunity to participate in the recruitment and selection process. If you require an accommodation, we will work with you to meet your needs. As an equal opportunity employer, we value the unique perspectives and experiences that each team member brings.

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