



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

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# Job Board Posting



Careers.Indigenous.Link

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## Executive Director

<b>Job ID</b>	<b>1E-D1-49-6C-83-B2</b>
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=1E-D1-49-6C-83-B2">https://careers.indigenous.link/viewjob?jobname=1E-D1-49-6C-83-B2</a>
<b>Company</b>	BC Civil Liberties Association
<b>Location</b>	Vancouver, British Columbia
<b>Date Posted</b>	From: 2022-06-30 To: 2022-12-27
<b>Job</b>	Type: Full-time Category: Law
<b>Job Salary</b>	\$110,000 To \$140,000 per year
<b>Languages</b>	English

### Description

#### ROLE OVERVIEW

The BC Civil Liberties Association (the BCCLA), a legal non-profit, is currently accepting applications for an experienced Executive Director with strong strategic leadership, human resources, and stakeholder relations skills. Though the Executive Director and the BCCLA team work from Coast Salish lands (Vancouver), the work is national in scope, with legal interventions and law reform advocacy across Canada. This is an opportunity to lead Canada's oldest and most active civil liberties and human rights group.

The Executive Director (ED) develops organizational strategy, sound practices and supportive relationships -internally and externally - fostering cooperative and effective collaborations and coalitions that align with the BCCLA's mission. The ED reports to the Board of Directors and is responsible for the successful leadership and management of the BCCLA, working to realize the organization's goals as laid out in the Strategic Plan. They provide overall direction and guidance to staff and oversee the BCCLA's law reform, litigation, education, fundraising and operations programs. With a clear vision for the continued growth and success of the BCCLA, the ED is accountable for the financial sustainability of the BCCLA and the prudent use of its resources and maintains positive relationships with key donors and funders. They provide visionary leadership to the BCCLA to enable it to be the leading civil society organization upholding civil liberties and human rights in Canada, taking concrete, sustained and effective action to create change by bringing issues to light in the media, working in solidarity with frontline and grassroots activists, helping challenge unjust laws in the courts and advocating for policy change with elected officials.

#### POSITION RESPONSIBILITIES

Reporting to the Board of Directors, the Executive Director is responsible for ensuring quality programs and services through strategic leadership, collaborative and supportive people management, and oversight in the following areas:

- Organizational Development and Workplace Culture
- Strategic and Operational Planning
- Board Relationship and Collaboration
- Community and Stakeholder Relations
- Financial Integrity and Risk Mitigation

Please review the Job Description on our website (<https://realizestrategies.ca/opportunities/>) for the full list of duties and responsibilities.

#### QUALIFICATIONS

##### Education and Experience

- 5 to 7 years of professional experience in leadership and people-management roles working in complex environments and serving diverse communities, ideally with experience leading in a non-profit environment
- A law degree with or without experience working as a lawyer is an asset
- A degree in non-profit management or social justice is an asset but not required

##### Knowledge and Abilities

- Strong understanding of Justice, Equity, Diversity, and Inclusion (JEDI) principles, decolonization and anti-racist practices, as well as anti-oppression and social justice frameworks, and an ability to communicate those effectively
- Strong human resources skills supported by emotional intelligence, JEDI principles, and strong interpersonal communication
- Exceptional people leadership skills and the ability to create and sustain an equitable and psychologically safe workplace and adapt management style to a diverse staff
- Ability to galvanize people both within the organization and within the community through communicating a strong vision and strategic direction
- Legal acuity and the ability to understand and translate legal concepts into everyday language
- Excellent campaign strategy skills
- Government relations experience
- Strong external communication skills
- Strong skills in implementing a fund development strategy
- Strong financial management and budgeting skills
- Strong coaching and mentoring skills
- Strong change management skills and understanding of systemic change
- Excellent conflict management and de-escalation skills
- Excellent verbal and written communication skills
- Skills and experience with trauma-informed workplaces
- Ability to set boundaries effectively and kindly

- Strong understanding of governance and experience reporting to or working closely with a Board of Directors
- Ability to implement operations and decisions in a political environment

#### Other Requirements

- Must be legally entitled to work in Canada
- Located or able to re-locate to Vancouver, BC

#### WORKING CONDITIONS

The Executive Director is a full-time position within a strong value-Å-based organizational culture. This position requires a high level of team collaboration, yet also requires significant autonomy.

BCCLA also offers a holistic and competitive work package including a salary range of \$110,000 to \$140,000, comprehensive health benefits starting immediately, 20 days paid vacation plus 1 to 2 week December office closure, 15 days paid sick leave (including family care and personal wellness days), professional development funds, and other benefits. See the Opportunity Brief for more details on benefits.

#### How to Apply

Click "Apply Now"

This search is conducted by Realize Strategies. To apply, please submit your cover letter and resume in one PDF document by visiting the Realize Strategies Opportunities page: <https://realizestrategies.ca/opportunities/bccla-executive-director>

For more information about this position, including a full role description, please visit our website (<https://realizestrategies.ca/opportunities/>) or contact Gillian Harper or Alison Marshall at 604.718.8292.

Applications should be submitted by August 14, 2022; however, early applications are recommended. All applications will be kept in strict confidence.

The BCCLA is committed to ensuring that equity, diversity, and inclusion are priority considerations, including building a workplace that honours the particular experiences and expertise of communities marginalized through state violence and social oppression. The BCCLA strongly encourages applications from all qualified Indigenous people, Black people, immigrants and refugees, people of colour, working-class people, and LGBTQ+ people. Applicants are encouraged to self-identify, should they feel comfortable doing so, in their cover letter and are invited to share how their lived experience would inform their approach and ethics in this position.

The BC Civil Liberties Association thanks all applicants for their interest in this position.