



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.Link's 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.

Corporate Headquarters:
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Job Board Posting



Careers.Indigenous.Link

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Chief Innovation Officer

Job ID	A8-68-37-9B-3B-7D	
Web Address	https://careers.indigenous.link/viewjob?jobname=A8-68-37-9B-3B-7D	
Company	Canadian Museum For Human Rights	
Location	Winnipeg, Manitoba	
Date Posted	From: 2020-01-31	To: 2020-02-20
Job	Type: Full-time	Category: Office
Job Salary	Please Contact	
Languages	Bilingual Preferred	

Description

The Canadian Museum for Human Rights (CMHR) is the first museum in the world solely dedicated to the evolution, celebration and future of human rights. It is the first national museum in Canada to be built outside the National Capital Region. Located in the heart of Canada in Winnipeg, Manitoba, the CMHR rises from the Prairie earth at The Forks, which has been a meeting place for over six thousand years.

The CMHR delivers an immersive, interactive and memorable experience for visitors of every background, age and ability. Each visitor has access to a fully reinvented museum experience that reflects a design approach that sets new Canadian and world standards for inclusion and universal accessibility.

We are seeking talented individuals who are motivated to share their passion and commitment to join our team. Together, we aim to enhance the public's understanding of human rights, to promote respect for others, and to encourage reflection and dialogue.

Purpose of Position

Reporting to the President and Chief Executive Officer, the Chief Innovation Officer is a key member of the CMHR Executive Team, a leader responsible for setting policy and developing and executing strategy in accordance with the goals and objectives established in collaboration with the Executive Team, the President and CEO and the Board of Trustees. The areas of oversight include: information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics.

The Chief Innovation Officer shares responsibility with the Executive Team for the Museum's overall performance. The incumbent provides leadership to a team of directors and other key managers, and builds strategic partnerships and relationships with the community, other museums, public and private institutions, and other like-minded organizations.

Key Responsibilities

Corporate Direction and Strategic Planning

- Together with the President and CEO and Executive team, implements and monitors the organization's long-term and strategic plans, annual corporate plans, and operational and business plans.

- Provides advice to the President and CEO in the development and implementation of corporate policies and programs that relate to information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics.

- Plays a lead role in the strategic oversight of information technology and systems, design and production for core, temporary and travelling exhibits, communication, marketing and branding, and Museum's web and social media content, as well as evaluation and data analytics.

- Provides strategic advice regarding project management and is responsible for the Museum's overall project management functions, providing leadership and ensuring consistency and efficiency of project delivery.

- Identifies and implements improvement opportunities to not only drive transformational changes but to ensure that the Museum is positioned to accomplish the strategic plan.

Strategic Partnerships and Community

- Builds and nurtures partnerships with key stakeholders.

- Represents the Museum on select inter-museum committees and task forces and consults with select stakeholders to seek solutions in the areas of information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics.

- Maintains a high level of knowledge of current trends at a national and international level in the areas of information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics.

- Acts as a point of escalation for sensitive matters regarding external stakeholders in respective areas of responsibility.

- Acts as an ambassador and advocates for the Museum with various organizations and groups; represents the CMHR at meetings and gives speeches and presentations on behalf of the Museum.

Museum Operations

- Directs the development and implementation of policies and programs that relate to information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics.

- Responsible for developing processes and systems to improve the quality of service to respective client groups, both reactively and proactively.

- Directs activities related to information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics, in accordance with policies, goals and objectives established by the President and CEO and the Board of Trustees.

- Responsible for the Customer Relationship Management (CRM) system including Digital Asset Management.

- Oversees the development and implementation of the Museum's overarching evaluation plan to ensure alignment with the priorities in the

Museum's Strategic Plan and key corporate performance indicators.

- Oversees plans for public research and specific evaluations which are used for benchmarking, identifying key performance indicators, evaluating the visitor experience, and monitoring the status of projects and performance.

Financial Performance and Growth

- Manages and approves the annual budget for the Museum's information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics.

- Identifies, obtains and manages material and financial resources and plans; administers and exercises significant financial authority.

Leadership

- Provides leadership to a team of directors and other key managers; ensures outcomes and targets are achieved for respective areas of responsibility.

- Provides management, leadership and training to staff and contractors.

- Supervises staff in accordance with company policies, procedures, collective agreement and workplace safety regulations.

- Coordinates with Human Resources for appropriate staffing levels. Conducts interviews; makes employee selection and assists in developing the schedule for on-boarding planning.

- Coaches and provides career development advice to staff. Supervises and manages the staff's overall performance.

- Responsible for staff scheduling which would include: employee training, employee vacations, overtime approval, etc.

- Establishes employee goals and conducts employee performance reviews. This would include approval on annual increases, salary adjustments upon promotion, authority to exercise discipline, etc.

Skills and Qualifications – Required

- University education in a relevant discipline (e.g., IT/IS enterprise systems, project management, communications, marketing and branding, etc.) plus a minimum of 10 years related experience or equivalent combination of education and experience.

- Executive-level management experience within a complex and multidisciplinary institution.

- Considerable breadth of knowledge in multiple relevant areas, and specialized technical knowledge and expertise in one or more areas: IT/IS enterprise systems, project management, design and production, digital outreach, communications, marketing and branding, and/or evaluation and data analytics.

- Demonstrated success developing and implementing strategic and operational plans, policies and initiatives.

- Proven track record managing business units, budgets and activities related to information technology and systems, design and production, digital outreach, communications, marketing and branding, project management, evaluation and data analytics.

- Demonstrated ability to successfully negotiate and develop partnerships.

- Experience managing highly specialized human, financial and material resources.

Skills and Qualifications – Desired

- Ability to communicate in both official languages, orally and in writing, is an asset.

- Experience working for or providing service to a museum, cultural institution or similar entity.

Attributes

- Problem-solving – Advanced knowledge of problem-solving and decision-making techniques, and the ability to generate solutions to problems and decide on a course of action.

- Adaptability – Advanced ability to effectively manage one's own behaviour and positively influence the actions of others during times of change, stress or uncertainty.

- Integrity and trust – Advanced ability to operate with a high degree of honesty and openness, such that respect and trust is earned by co-workers and customers.

- Managing vision and purpose – Communicates an inspiring, optimistic vision of the future in such a way that others are motivated to share in the vision.

- Planning and organizing – Effectively manages resources (people, funding, material, support) and eliminates roadblocks to achieve goals.

- Developing direct reports – Works with employees to understand and set career goals, and provides related development opportunities and support.

- Inspirational leader, motivating others – Encourages others to do their best through empowerment, reward and recognition, delegation, and the creation of a positive work environment and strong teams.

- Impact and influence – Able to assume leadership, even under challenging or difficult situations, and provide direction and impact the behaviour of others in a positive way.

- Excellent communication and interpersonal skills.

- Demonstrated ability to skillfully work with controversial subject matter and present conflicting or divergent points of view fairly.

- Confidentiality and discretion – Through the course of their duties, the incumbent will be privy to highly confidential matters and must display the utmost discretion and professionalism.

Official Language Proficiency

- Bilingual preferred

Working Conditions and Physical Demands

- Work is in an office environment.

- Frequent requirement to work beyond normal working hours, including weekends and evenings, with short notice.

- Some travel may be required.

Conditions of Employment

- Security Screening Level – Secret Status

- Child Abuse Registry Check.

How to Apply

Please submit your resume by email directly to Karin Pooley, Vice President, Executive Search at People First HR Services
kpooley@peoplefirsthr.com by February 20, 2020