



Director of Talent and Leadership Development

Who we are:

EWB exists to create a world where everyone has the opportunity and power to live a life of meaning and value. We cannot accept that today this opportunity is determined by someone's place of birth.

EWB's mission is to unlock the potential of socially transformative enterprises that seek to alter the structure or dynamics of entire sectors and create or redistribute power and opportunity for large numbers of underserved people.

We combine an approach that focuses on leadership development, social enterprise investments and policy change to deliver impact. Specifically, in the leadership and talent development stream of our work, EWB engages young people in learning about and taking action towards systemic change that is aligned with our mission. We believe it's critical to invest in growing young people into dynamic, socially and systemically minded leaders who challenge the status quo. This is something the world needs and this is the foundation for EWB's collective action.

The Opportunity:

As Director of Talent and Leadership Development, you will be responsible for stewarding EWB's people strategy. Ultimately, this role is about enabling EWB to develop the leaders, both internal to our staff and broadly through our growing community, that will deliver on the mission and promise of the organization. Central to this role, you will be responsible for designing the leadership journey for EWB'ers and executing on our talent and leadership strategy. Your mandate is focused on the following top responsibilities:

- Develop a robust talent offering for EWB staff. This includes structuring the approach and guiding the implementation for talent management, professional development, and internal staff training.
- Lead EWB's Community Team, creating the systems to mobilize, support and channel EWB members to opportunities for action, learning/reflection and ultimately impact, all tightly aligned with EWB's mission and strategy. In order to best structure engagement opportunities for EWB's distributed network of members, there should be close

coordination with other EWB teams, including Advocacy, Investment, Fellowships and Fundraising.

- Structure EWB's expansion of talent and membership development to 1-2 countries in Africa in 2017-2018.
- Support and lead the overall well-being of EWB through your participation in the Leadership Team, comprised of the most senior leaders at EWB. You can anticipate that ~20% of your time will be dedicated to Leadership Team level processes and policy responsibilities.

Candidate qualifications

- Demonstrated experience in influencing and leading as part of a senior management team. Excellent facilitation skills.
- Experience developing and executing on targeted skill development training for priority team development areas as identified through org-wide talent assessment.
- Experience understanding the dynamics of entrepreneurial organizations, as well as global/country office structures - experience working with remote offices/staff/members.
- Experience enabling the performance of decentralized and hybrid organisations
- Proven and humble confidence in execution.
- Proven instincts and experience in creating structured, accelerated leadership journeys and talent development programs.
- Bilingual French-English preferred.

In addition, you are coming into an organisation where the cultural expectation is that you:

- Be an owner: take responsibility for finding a way to get things done and deliver value to EWB & our partners - be proactive about improving things.
- Have a sense of humour! We take our work seriously, but we try not to take ourselves too seriously.
- Be cool as a cucumber under pressure: this job is about solving really hard problems, so by definition it is unpredictable and can get stressful, so it's important to keep perspective and show you can make informed decisions in busy times when obvious answers aren't there.
- Follow the golden rule: treat others as you would like to be treated.
- Be an awesome teammate: everything comes back to trust and respect - demonstrating empathy will make you far more successful in your work at EWB.

Location:

This position will be based in Toronto, Canada, at EWB's head office, with occasional travel.

Compensation & Benefits:

- Competitive salary based on experience (though being the amazing person you are, you could likely make more money doing less cool and less impact-oriented work elsewhere)

- Health & dental package
- \$1500 professional development fund
- 3 weeks of vacation
- Opportunity to travel internationally
- You work with outstanding, passionate, intelligent people trying to change the world

Application Process:

Applications will be accepted on a rolling basis. You must submit your application via ewb.ca/careers.

You should submit your resume and a cover letter. In your cover letter (or any other medium you choose), show us: 1) your personality - we want to know you're not a robot (or if you are a robot, why you're a really special robot!); and 2) why you're the right fit for EWB and this position at this time. We want to know how your experience and specific track record makes you the right person for us.

Only candidates selected for an interview will be contacted. EWB is an equal opportunity employer. All qualified applicants will be considered.