

**Role:** Director, Community Team  
**Location:** Toronto, Canada  
**Start Date:** Immediate  
**Position:** Full-time permanent  
**Application Deadline:** 30 June 2019

## **About EWB**

Engineers Without Borders Canada (EWB) brings people and ideas together to tackle the most crucial causes of poverty and inequality. We do this by developing systems change leaders, investing in early-stage social enterprises in sub-Saharan Africa, and advocating for policy change. EWB's work is founded on our values of asking tough questions, addressing root causes, investing in people, striving for humility, dreaming big and working hard, and courageously committing.

## **The Opportunity**

EWB strives to build systems change leaders who have the capacity to solve the world's most complex problems. Through a volunteer-led distributed organizing model of 36 chapters across Canada, our community includes thousands of members, alumni, fellows and supporters, coming together to form a movement committed to ending poverty and inequality. By creating opportunities for learning, engagement, action, leadership and impact, EWB increases knowledge, motivation and support for international development amongst university students and young professionals in Canada.

*We are looking for a strategic, inspiring, and dynamic leader with demonstrated experience in building, organizing and mobilizing communities for social change, to take our community-led impact to the next level.*

Your role will be to provide strategic leadership to design, implement, monitor and evaluate EWB's community programmes, establish and update community norms and culture. Your success will be measured in the values and ideals developed and affirmed by our members, and by how their actions and impact aligns with EWB's collective vision, mission and theory of change. You will rely on EWB's Performance and Results Framework and our theory of change, to guide your work. You will be working closely with community leaders, other teams and strategic partners to make collective impact possible.

This position reports to the CEO and/or the VP Operations based on fluid matching for needs and bandwidth. The successful candidate will be expected to join EWB's Management Team formally after their probation period. Experience in management and executive level decision making or demonstrated equivalent is required for this position.

## **Responsibilities**

1. **Strategic Leadership:** Provide strategic leadership to EWB's community programmes, set a bold vision (in depth of impact, harmony of values and culture, rooted in 21st century leadership), assess and manage risks, and build strategies to deploy resources effectively to achieve excellence. Maximize synergy with organizational goals. The community functions both as a program on its own and as a way to deliver and dovetail ewbs impact across all parts of the organisation.
2. **Programme Management:** Set and achieve goals that realize the full potential for impact of our current and future membership. Develop, implement, monitor and evaluate performance and Results Frameworks. Manage budgets and ensure financial accountability. Manage a high performing team of highly committed and talented individuals.
3. **Capacity Building:** Strengthen the leadership capabilities of EWB's dedicated volunteers across Canada through in-person and online learning, hosting retreats and conferences, and facilitating leadership workshops.
4. **Resource Mobilization:** Identify, create and pursue opportunities to build partnerships that bring additional resources towards EWB's community programmes through entrepreneurship, strategic thinking and creativity. Build sustainable revenue models for community-led impact.

## **Skills & qualifications**

- Passion for community engagement, organizing and leadership development
- Minimum 6+ years of relevant professional experience with experience on management or executive team.
- Demonstrated excellence in leadership, strategic planning, programme management, and conflict resolution
- Excellent spoken and written communication skills, including public speaking and workshop facilitation
- Experience working with VCP/GAC an asset
- Ability to work in English and French required

## **Compensation**

Salary commensurate with experience and comparable to similar roles in the non-profit sector. All employees are provided with a comprehensive health/dental benefits package, Professional Development allowance and 3 weeks of vacation each year.

## **What's it like to work at EWB?**

EWB is a high-performing team-based work environment. We have over 25 staff members working out of our Toronto-based office and many more based around Canada and in Africa.

Our office culture is one of passion, entrepreneurship, pragmatism, thoughtfulness, dedication and hard work. We have a strong commitment to excellence and achieving results. Our leaders, staff, and volunteers are youthful; this manifests in our dynamic and positive outlook. We blend a passion to change the world with pragmatism.

Work hours are typically 9 am to 5:30 pm with varied hours as required by meetings or events. EWB encourages a flexible work environment and offers opportunities for remote work.

Occasional travel, primarily within Canada, will be required for this position.

### **Diversity, Inclusion and Gender Equality**

EWB embraces diverse cultures, heritages, experiences and opinions in efforts to enrich our programmes and foster inclusive decision making. EWB is committed to providing inclusive, barrier-free employment free from discrimination, and to hiring diverse candidates.

EWB believes that gender discrimination is a root cause of global poverty and economic inequality, and the achievement of gender equality is integral to our mission of achieving systemic change and creating a more just society. We seek to achieve a vision of a more equitable society, inherent to which is the enjoyment of human rights and fundamental freedoms by all persons, regardless of gender identity, sexual orientation, race, class, ethnicity, disability, age or another status.

### **Application Process**

To apply, please visit: <http://ewb.humi.ca/job-board>

Applications are due by 5:00 pm Eastern Time on the Close Date indicated at the top of this job posting. Applications will be reviewed on a rolling basis.

Applicants must be legally eligible to work in Canada.

Please let us know if you require any accommodation throughout the application process, and we will do our best to accommodate.

If you have questions, email us at [recruitment@ewb.ca](mailto:recruitment@ewb.ca), noting "Community Team Lead" in the subject line.

In your cover letter, show us your commitment and passion - we want to know what drives you to make a change in the world, and why you're the right fit for EWB and this position. We want to know how your experience and specific track record makes you the right person for this job.

Checks: We will conduct reference checks on applicants that make it through to the final stage, one reference must be someone you reported to when you were on a management or executive team. We will conduct police checks on applicants that make it through to the final stage, as this is a role that is interacting with EWB's Community.

We thank all applicants for their interest but only shortlisted applicants will be contacted.