



## **MANAGER, NORTHERN STRATEGY**

**Nine month contract (with a possibility of extension)**

Open to flexible proposals for work arrangements, including salaried and contractual relationships.

**The Canadian Women's Foundation has an exceptional opportunity in Northern Canada!**

### **THE OPPORTUNITY:**

Canadian Women's Foundation is looking for the right person to guide the development of a new and responsive approach to the Foundation's funding of community initiatives in Northern Canada.

Given the Foundation's recent Strategic Planning process, and our commitment to the Truth and Reconciliation Commission recommendations, the Foundation considers the development of a comprehensive strategy to funding programs, services and networks in the North a priority. The Manager, Northern Strategy will ensure that this strategy is informed by individuals and groups living in Northern communities taking in to consideration the North's strengths, challenges and potential solutions.

The position is a nine month contract (with a possibility of extension), and we are open to flexible work arrangements, including salaried and contractual relationships, and flexible on locations.

### **CANADIAN WOMEN'S FOUNDATION:**

The Canadian Women's Foundation is a national leader in the movement for gender equality in Canada. Through funding, research, advocacy, and knowledge sharing, the Foundation works to achieve systemic change that includes all women. By supporting community programs, the Foundation empowers women and girls to move themselves out of violence, out of poverty, and into confidence and leadership. These programs focus on addressing the root causes of the most critical issues, and helping women and girls who face the greatest barriers.

***Our Vision:*** A Canada where gender equity is realized for all women and girls.

***Our Mission:*** To be a catalyst for the most innovative programs, policies, and public engagement efforts creating transformative change in the lives of women and girls in Canada.

### **POSITION SUMMARY:**

The Manager, Northern Strategy plays a leading role in developing a comprehensive strategy to funding programs, services and networks in the North, in alignment with the Foundation's areas of focus: prevention of gender-based violence; alleviating poverty and supporting women's economic development; promoting inclusive leadership; and championing girls' empowerment.

As part of the Community Initiatives Team and reporting to the Vice President, Community Initiatives, this position is responsible for reaching out to individuals and groups in northern regions to identify the programming needs and opportunities from their perspective, as well as identify gaps and barriers to

accessing funding from organizations in the South. Key responsibilities include: writing a review of existing consultations on supporting programs in the North, meeting with leaders, Elders, community initiatives, non-profit leaders, and community members to gather knowledge and recommendations specific to funders and the Canadian Women's Foundation (not duplicating consultations); write 'what we heard' report; design and convene workshops to develop strategy for Foundation to fund initiatives in the North; work with group of volunteers who form the Northern Strategy Advisory Group. Some travel is required.

## **MAJOR RESPONSIBILITIES:**

### **Information Gathering and Convening**

- Lead the planning for the process of consulting with key stakeholders through interviews and meetings
- Conduct interviews with key stakeholders ensuring input from all territories and sectors
- Review existing research and reports on funding Northern initiatives
- Organize meetings and gatherings that engages communities and utilizes creative ways to gain input and accurately reflects northern perspectives

### **Funding Model Development**

- Supports the formation of an Advisory Group with representation from all territories and sectors
- Ongoing engagement with Advisory Group to gather feedback and seek guidance in support of the funding model development
- Analyze and integrate findings from key informant interviews with stakeholders and from territorial gatherings with scan of literature focused on feminist philanthropy and best practices in funding of Indigenous, northern and remote communities
- Ensure that the proposed funding model is interwoven with the Foundation's focus areas of: preventing gender-based violence; alleviating poverty and supporting women's economic development; promoting inclusive leadership; and championing girls empowerment

### **Communication**

- Acts as spokesperson for the Foundation in the development of the Northern Strategy
- Contribute to conversations with other funders and donors about opportunities for collaboration
- Write summary report on 'what we heard' in the process and funding model document
- Collaborate with internal departments to identify progress on the strategy development
- Provide advice on the implementation of the new funding model and on the Foundation's future work in the North

In addition, the successful candidate must understand and perform duties according to the mission and values of the Foundation and work in a manner that will move forward the Foundation's mission.

## **REQUIREMENTS:**

- Experience living and working in the north are essential to this position
- Minimum of 3 - 7 years work experience in the non-profit sector or in a related field (e.g. foundation, social services, community development)
- Experience in community engagement, community building, and consultation is required

## **SKILLS AND ABILITIES:**

- Knowledge of issues affecting women and girls in Canada, particularly in the North, and understanding of the women's non-profit sector, with a strong intersectional gender and equity analysis

- Experience in gender-based violence, anti-poverty and women's employment, and/or youth programming
- Ability to engage individuals and develop relationships with a variety of stakeholders
- Strong analytical and communications skills, both written and verbal
- Strong project management skills, with ability to identify opportunities and develop strategies
- Solid presentation skills and experience in developing and designing learning forums
- Strong computer skills in Word, Excel, Power Point, cloud-based systems (e.g., OneDrive), and video conferencing systems (e.g., GoToMeeting, GoToWebinar)
- Good judgement and flexibility, with ability to work independently and as part of a team

Salary: \$55,000 - \$60,000 for 9 month contract, with an excellent benefits package, flexible work location, and a fantastic employment environment.

The Canadian Women's Foundation is committed to equity in employment and seeks to attract, select, and hire a diverse team with a high level of professional skills, passion for and belief in our vision and mission.

Please email your resume quoting reference #CI-003 to [humanresources@canadianwomen.org](mailto:humanresources@canadianwomen.org). Your resumes should be submitted no later than April 8, 2019. Questions can be directed to Beth Malcolm, Vice President Community Initiatives at [bmalmcol@canadianwomen.org](mailto:bmalmcol@canadianwomen.org)/ 1-866-293-4483 x235.

We thank all who have expressed interest in this position, but only those selected for an interview will be contacted.

This position is made possible with the generous support of the Grey Birch Foundation.